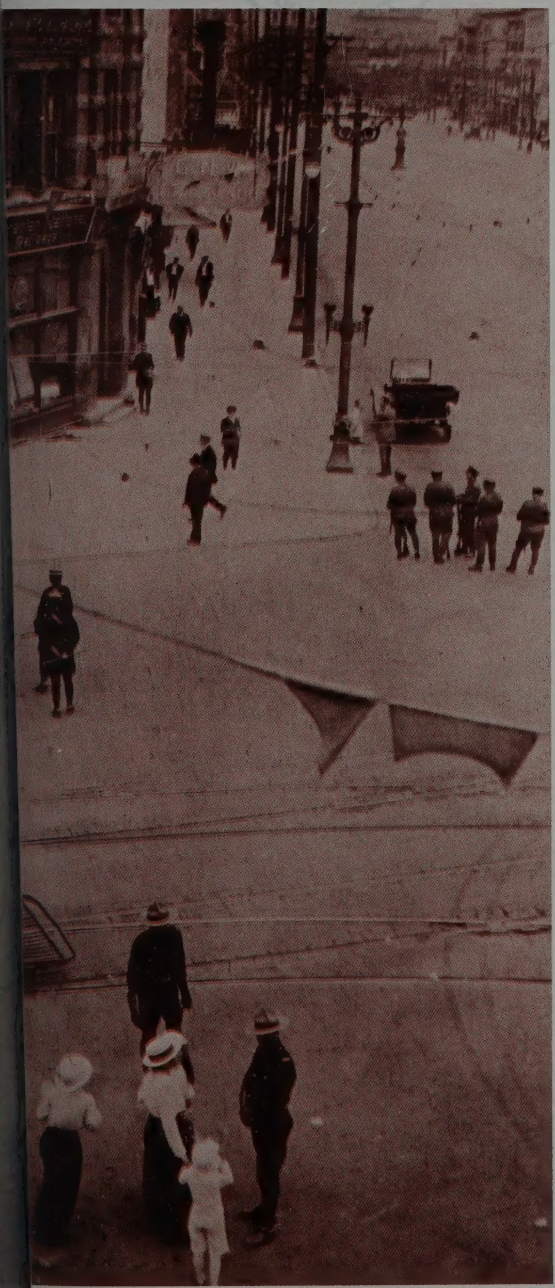
abour gazette

ada Department of Labour

July 1969



Canada Department of Labour Publications

Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs." Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price $1.50, Cat. No. L35-965/1.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

Industrial and Geographic Distribution of Union Membership in Canada, 1967. (English or French). Price 15 cents, Cat. No. L31-767.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/*1967.*

Wage Rates, Salaries and Hours of Labour, 1967. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, 15 cents. Paperback volume, $3.00. (Bilingual). Cat. No. L2-550.

Working Conditions in Canadian Industry, 1967. (Bilingual). Price $2.00, Cat. No. L2-15/1967.

Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes. A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price $4.50, Cat. No. L31-967F.

The Behaviour of Canadian Wages and Salaries in the Postwar Period. 1967. A graphic presentation. Price $1.50, Cat. No. L41-567.

Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal. 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price $2.50, Cat. No. L41-667.

Payment Systems and their Development in the Railway Running Trades. 1968. By Maxwell Flood. Price $1.25, Cat. No. L41-768.

(Continued on inside back cover)

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heLabour Gazette, published monthly in English and French by the Canada epartment of Labour, Public Relations and Information Services Branch, David onk, Director, is listed in the Canadian Periodical Index and the Current Contents, ditorial, Social and Management Sciences. *Correspondence*—Address letters ding with editorial matters to the Editor, those dealing with subscriptions to the irculation Manager. *Subscriptions*—Canada: $3 a year, single copies 50 cents ad all other countries: $5 a year, single copies 50 cents each. Send remittance by heque or post office money order, payable to the Receiver General of Canada, to the tawa's Printer, c/o Superintendent of Government Publications, Ottawa. All sub-criptions payable in advance. *Special Group Subscription Offer*—Five or more annual subscriptions, $1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. *Bound Volumes*—$5 copy delivered in Canada, $7 a copy to other countries. *Change of Address*—Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.

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Cover photograph—Fifty years ago this month the LABOUR GAZETTE reported the end of the Winnipeg strike. See p. 374. *Photo Courtesy Public Archives*

Legislation Director for 14 years retires

A woman who headed one of the most important branches of the Canada Department of Labour for 14 years retired on May 31. Edith Lorentsen, Director of the Department's Legislation Branch, had the difficult and exacting job of analyzing all the legislation that circumscribes the collective bargaining process in Canada.

Miss Lorentsen worked in close contact with provincial departments of labour, and the services of her branch were made available to the Canadian Association of Administrators of Labour Legislation, an organization of deputy ministers and other senior officers of the federal and provincial departments of labour. During her 14 years as Legislation Branch Director, Miss Lorentsen has seen enacted such landmark legislation as the Fair Employment Practices Act, the Female Employees Equal Pay Act, the Canada Labour (Standards) Code and the Canada Labour (Safety) Code.

A recent major project of the branch was a study of the history of legislation and public policy in Canadian labour relations. This work, which was one of the projects of the Prime Minister's Task Force on Labour Relations, led directly to Miss Lorentsen's recent assignment as secretary of the steering committee of review on the task force report for the Department of Labour. Her branch is now working on preparations for the amendment of the Industrial Relations and Disputes Investigation Act, scheduled for the spring of 1970. Another project required that studies be made on the comparisons between International Labour Conventions and Canadian law and practice in the human rights field. The retiring Director has attended four ILO general conferences as a member of the Canadian delegation, and has served on ILO committees on forced labour, examining the legal intricacies connected with the ratification of ILO conventions by member countries.

Miss Lorentsen received her Bachelor of Arts and Master of Arts degrees at the University of Saskatchewan. She was employed in Saskatoon before coming to Ottawa in 1942. Her career with the federal Department of Labour spanned a total of 26 years. On her retirement, she expressed the hope that more universities would recognize the need for research

Miss Edith Lorentsen

analysts in labour legislation. The unique blend of law and policy necessary in the background of persons working in this area is not common. Miss Lorentsen is among this special breed. Her contribution will remain an integral part of the Legislation Branch.

Let more workers join unions—Archer

Before labour relations experts start trying to inhibit the union movement, "how about giving hundreds of thousands of Ontario employees the right to belong to a union of their own choice?" asks David Archer, President of the Ontario Federation of Labour. Mr. Archer told the Ontario Division of the Canadian Union of Public Employees that the OFL supports CUPE in its crusade to "stop the drift of organized workers from the municipal field where they belong to CUPE, to provincial jurisdiction where they will be forced to join the Civil Service Association."

Mr. Archer said that employees of Crown Corporations in Ontario, employees of provincial boards, and security guards are among those denied the right of union organization. If the Ontario Government really believes in free collective bargaining, he said, "they are the ones who can make the legislative changes that would quickly remedy what has become an intolerable and indefensible situation."

Manpower Mobility Progra increases benefits

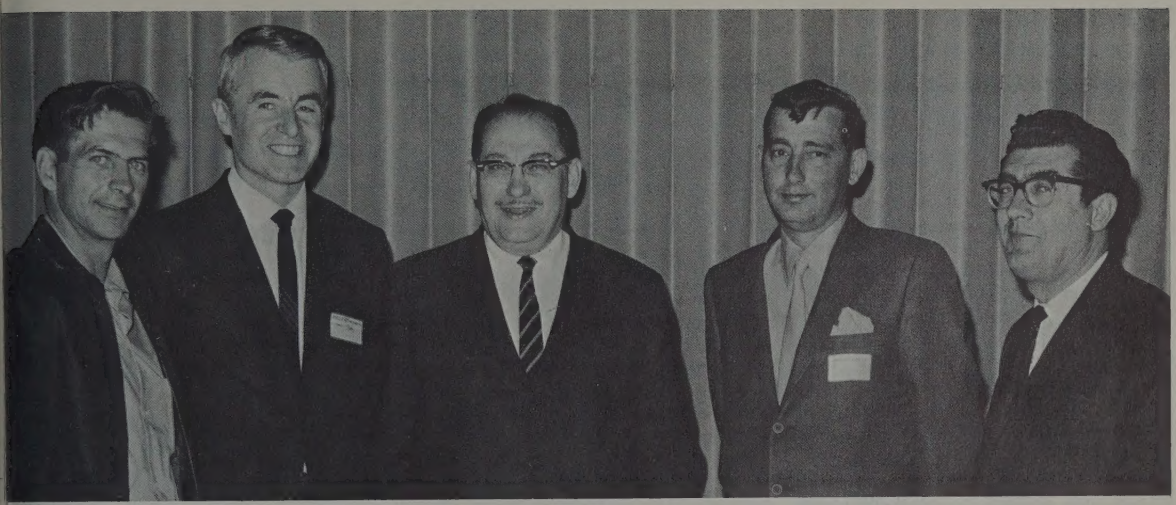
An unemployed or underemploy worker, who cannot get suitable emplo ment locally but has confirmation of job in a more productive area, will bene from recent innovations in the fede Manpower Mobility Program. The chan have been made in manpower mobil relocation grants, which cover remov and travel expenses, a re-establishm allowance, and a special allowance home-owners who sell or buy when th move, and they will be of special help the worker with a large family.

First, the $1,000 ceiling has been moved. A man with a family of children may now get $1,400. Sin workers will receive $100, couples w one child $400, and couples with th children $700. Second, housing all ances will be increased from $500 t total of $1,500 to help families living declining communities hit by the clos down of their main industry, and v will lose money on the sale of their hon A third amendment covers payment a medical examination if this is reques by a prospective employer as a pr requisite to being hired. The chan went into effect on May 15.

AFL-CIO withdraws from the ICFTU

George Meany, President of the Am can Federation of Labor-Congress Industrial Organizations (AFL-CIO), nounced in February that his organiza will withdraw from the International C federation of Free Trade Unions, a b that the American labour moven helped to establish 20 years ago to opp Communist influence in trade unions.

Mr. Meany accused the ICFTU of handling financial matters, and of flou its founding principles by the increa contacts with Soviet bloc countries m by some of its affiliates, in particular British Trades Union Congress and German trades union organization. AFL-CIO president was apparently over the manner in which the confed tion handled the membership applicat of the United Automobile Workers that union left the AFL-CIO last year



ree Canada Department of Labour awards, each amounting to 000, were presented at the opening of the seventh term of the bour College of Canada in Montreal on May 4. The winners are wrence Davis, Barrie, Ont., Local 6586, United Steelworkers of nerica; Lawrence Ryan, Victoria, B.C., Canadian Union of Postal Workers; and Roland Thibeault, Quebec City, Lodge 46, Brotherhood of Railway, Airline and Steamship Clerks. At the ceremony were (l. to r.): Mr. Davis; Mr. Ryan; Joseph Morris, CLC Executive Vice-President; Mr. Thibeault; and Prof. Fernand Martin, principal of the Labour College.

lore public servants sign ollective agreements

Sixteen collective agreements covering y and working conditions for about ,000 employees in eight occupational oups in the federal Public Service were ned in April. The bargaining agent for te groups is the Public Service Alliance Canada.

This signing encompasses the largest mber of public servants of any of the reements signed to date since the inotion of collective bargaining in the blic Service in 1967. The eight groups a: clerical and regulatory, data prosing, office equipment operation, telephone operation, administration, purchasi and supply, and welfare programs.

The agreements between the Treasury ard and the PSAC cover a period of tee years. The first agreements cover t two years from October 1, 1967 to September 30, 1969, and the second reements run through the year October 1969 to September 30, 1970. Employees vered by the agreements for all groups, cept the office equipment operation oup, will receive an increase of 7 per t retroactive to October 1, 1967. The ger group will receive an increase of 5 p cent as of the same date, because they hd previously received an increase as a rult of classification conversion last yr. Employees in all groups will receive further increases of 7 per cent dating back t October 1, 1968 and 5.5 per cent ective October 1, 1969. The agreements provide also for improved benefits in such areas as overtime, vacation leave, paid holidays and shift premium. Hours of work, grievance procedures and joint consultation on a number of issues are included in the contracts.

Agreement computer in full operation at McGill

More than 250 major collective agreements in Canada are now coded and stored in the Information Retrieval System at McGill's Industrial Relations Centre (L. G., March 1968, p. 135). Seventy different kinds of clauses are analysed in each agreement, and this data is fed into the computer. From the resulting printout, it is possible for a client to see such things as how many statutory holidays are given by which companies, or how many companies have severance pay provisions. The data can be broken down into such categories as industry, union, province, and durables vs. nondurables.

Agreements are being added to the storehouse of knowledge continually. A contract with the Canadian Federation of Mayors and Municipalities has provided about 400 agreements covering municipal employees, and about one quarter of these has been analysed. To use the computer, the client asks his questions and the bilingual computer does the rest. Further information is available from the Centre at 1001 Sherbrooke St. W., Montreal, 110.

UAW first to win 10-day Christmas leave

The LABOUR GAZETTE previously reported (L.G., April, p. 223) that employees of Fleet Manufacturing Ltd. of Fort Erie, Ont., were believed to be the first workers in Canada to get a 10-day holiday at Christmas.

The United Auto Workers' Union has pointed out that it won a 10-day Christmas leave for some 5,000 Massey-Ferguson workers (Local 439, Toronto, and Local 458, Brantford) effective August 9, 1968 to December 15, 1970, and for about 750 Cockshutt Farm Equipment Co. workers (Local 458, Brantford) effective April 29, 1968 to April 9, 1971.

Swedish employees gain new benefits

A 2-per-cent increase in wages as compensation for shorter hours granted to industrial workers has been given to members of the Swedish Industrial Salaried Employees' Association. The new agreement covers 140,000 salaried industrial employees.

They will receive in addition an extra average increase of 1.9 per cent, depending on the results of local negotiations. The new agreement provides also for a special fund to be allocated for increasing women's wages to the same level as those of men, and the establishment of a fund to provide redundancy benefits in the event of layoffs.

Higher postal rates force union papers to fold

Since the introduction of higher postal rates and elimination of second-class mailing privileges for newspapers put out by several Canadian unions, many of the papers have died.

First to go was *Le Travail*, 44-year-old organ of the Quebec-based Confederation of National Trade Unions. The paper, with 200,000 circulation, was one of the largest monthly papers in Quebec, and underwent a three-month suspension while a 40-man task force investigated fully the CNTU public relations program.

On the west coast, the *Labour Statesman*, published monthly by the B.C. Federation of Labour, folded up after 45 years of publishing. The *Statesman*, already in trouble financially, faced a 400-per-cent increase in postal rates, and will now appear only on special occasions.

Other Canadian union papers faced even stiffer increases, such as the bimonthly *Canadian Transport*, published by the Canadian Brotherhood of Railway, Transport and General Workers, with a 2,709-per-cent increase in its yearly postal bills, from $1,057 to $29,696. The weekly *Machinist*, put out by the International Association of Machinists and Aerospace Workers, estimated the increase to be 2,300 per cent, from $9,024 to $99,840 a year.

Several other papers from many parts of Canada appealed unsuccessfully to Postmaster General Eric Kierans to regain second-class status. The CLC's William Dodge charged that the federal Government was curtailing freedom of expression by pricing it out of existence. To duck the increased costs, some union papers are considering a transfer of their mailing operations to the United States, where it will cost union papers with more than 10,000 circulation 1 cent a copy less to mail.

Swedish labour wants pension plan reforms

The Swedish Labour Organization has demanded a partial pension reform that would provide for pensions at the age of 63 in case of unemployment. The general pension age is 67. According to the LO, this form of special, early pension should be granted to those who have been unemployed for a long time, to those who have been made redundant as a result of structural changes in industry and have difficulties in finding suitable alternative employment, and to persons in heavy and demanding jobs.

The LO pointed out, in a brief to the Swedish Government, that the present practice of granting early pensions is too intimately bound up with medical factors. As far as the special early pensions are concerned, these factors should be of quite secondary importance, the brief stated. The government has taken immediate note of the LO's demand and has instructed the National Insurance Board to carry out a quick inquiry into the possibility of changing the present rules.

Saskatchewan amends its Trade Union Act

The Saskatchewan legislature has given third reading to a bill to amend the province's Trade Union Act. The bill provides for a union, employee or employer to ask for another strike vote after a strike has lasted 30 days or more. The vote would be taken by secret ballot conducted by the provincial labour relations board.

Under the new rules, it will be an unfair labour practice when employees refuse to load or unload a truck belonging to a shipper against whom they are not striking. Independent contractors will be added to the types of workers who are not to be considered employees under the Act. Other changes would make it obligatory for all orders of the Saskatchewan Labour Relations Board to be filed with the Court of Queen's Bench, alter the procedure for dealing with unfair labour practices, and make all collective agreements binding for the term agreed upon by the parties.

Immigration fifth highest in 20 years

Immigration to Canada in 1968 amounted to 183,974, a drop of 38,902 from 1967, but the total is still the fifth highest in the past 20 years (L. G., July 1968, p. 418). Of those granted landed immigrant status, 16,489 were already in Canada. About 223,000 persons were granted landed immigrant status in 1967. The lower 1968 figures were attributed to reductions in occupational demand in Canada fewer employers having had to rely on workers from overseas to meet their requirements. There has consequently been less incentive for highly qualified immigrants in some professions to come to Canada.

The 1968 figures include 9,072 Czechoslovakian refugees who came to Canada under a special program in the latter half of the year. About one half of these came to Ontario, 1,083 to Quebec and 1,005 to Alberta. Smaller numbers went to each of the other provinces. The influx added 95,446 persons to the labour force, of whom 31,635 were in the professional ar managerial category. Immigrants enteri the labour force in 1967 totalled 119,53

Workers receive $1,086 in supplemental pay

Employees in manufacturing industri were paid an average of $1,086 in supp mental pay during 1967, according to t summary report of a federal Employ Labour Costs Survey. The survey is a jo project of the Canada Department Labour and the Dominion Bureau Statistics. The Pay Research Bureau of t Public Service Staff Relations Board al co-operated.

The summary breaks down supplem tal pay by province and industry in ter of dollars per employee, cents per ho and percentages of gross payroll. T most expensive item of supplemental p is vacations, which cost an average of $2 for each employee. Other items in survey include premium pay, priv pension plans, health and life insura schemes, and compulsory programs su as the Canada and Quebec pension pla

Average basic pay for salaried empl ees for time worked was $6,394 and t increased to $7,693 with the addition supplemental pay. Wage earners' strai time pay for "in plant" time avera $4,579. Supplemental pay increased t figure to $5,586. The findings of the sur are based on a sample of 4,000 establi ments in manufacturing that includes those with 100 or more employees an varying percentage with between 20 99 employees. In 1970 the survey will extended to other sectors of the econo

Copies of the four-page summary rep are available from: Information Divisi Dominion Bureau of Statistics, Otta and Public Relations and Informat Services, Canada Department of Labo Ottawa.

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BOOKS

ımbatting Regional Poverty

gional Economic Policies in Canada, by N. Brewis; Macmillan, Toronto; 303 ges; $8.95.

Economic disparities between major re-ns in Canada are everybody's business, t especially so for management and our groups. Why is seasonal unemploy-nt so severe in the Maritimes but more less stable in Ontario during the winter nths? What factors account for lower els of education among the working pulation in Newfoundland, New Bruns-k and Quebec? What conditions favour ustrial development in high wage-cost as such as the Golden Horseshoe, but itate against plant investment in areas und the Atlantic ports?

These and similar problems have always ed us, but now, with greater urbaniza-n and mobility and economic prosperity erally throughout Canada, increasing ention is being directed toward the stion of why some specific areas have n passed by.

nequality of income and employment is y thought to be too great to be accept-le, and governments are currently ex-menting in fiscal and monetary policies n effort to reduce it. In the 60s, we saw birth of ARDA and ADA and later r brother FRED to combat regional quality. And in the federal Govern-nt's recent reorganization bill, the Mistry of Regional Economic Expan-si was created to manage federal plans.

rof. Brewis makes a pioneering Cana-di study on regional disparities, noting rivalries for local development funds eveen municipal governments and agen-ci and investigating the effectiveness of nning bodies. In this descriptive rather tha how-to book, Prof. Brewis defines problem and certain of its manifesta-ios at some length, then turns to a dis-uion of the policies and background of e of the major programs in turn, de-scr es how they operate, and appraises their accomplishments. He notes the various ways in which the provinces differ in their rates of economic growth. The major portion of the book deals with a detailed breakdown of the policies of planning, mainly on the federal level, to reduce regional disparities.

So far, there has been a dearth of collected information available upon which to base planning objectives. This is remedied to some extent here, for the book includes several tables that make possible a quick analysis of the extent of the factors involved in regional inequalities.

Prof. Brewis makes two recommendations of a general nature. The federal Government has so far been silent on a number of policy issues, but it should set objectives for economic action, he claims. And he calls for a coherent framework for spending programs to overcome the serious lack of co-ordination among the various agencies. The book includes as well an appendix by Prof. T. K. Rymes of the Department of Economics at Ottawa's Carleton University that contains comments on regional economic accounts and input-output accounts. Prof. Brewis is a professor of economics at Carleton University, and Director of its School of Commerce.

The Labour Vote

Radical Politics and Canadian Labour, 1880-1930, by Martin Robin; Industrial Relations Centre, Queen's University; 321 pages; $7.95.

Another book to add to the collection growing slowly but surely on the growth of labour movements in Canada, this study focuses on the early period before the birth of the CCF party as labour's political voice. Prof. Robin traces the political action of some of the splinter parties in Parliament that drew allegiance from labour, such as the Ginger Group and Labour Party. The founders of the CCF were not labour men themselves, the author notes, but adopted their labour persuasion through middle-class educational and religious institutions. They were, after all, professional politicians.

The history of labour movements is fragmented, and it developed slowly. No more than 2 per cent of the total population was organized in trade unions in 1910. Labour legislation was all but nonexistent in those early days, and so labour demands took two directions: fair labour legislation as well as democratic socialism and public ownership. The two outlooks often clashed, and at times severely weakened the idea of a strong labour political party.

The author groups the various phases of the labour movements into three categories: the early socialist movement, labourism and syndicalism. He highlights the internal struggles between these factions, and describes in some detail the events that shaped the development of the present-day labour scene.

The general strike was seen in some quarters as the way in which labour could influence legislation—some believed it was the only way. The Winnipeg General Strike of 1919, perhaps the biggest show of labour strength in Canadian history, was crushed by the federal Government, and since then the tactic has become an illegal and revolutionary weapon, rather than being thought of as part of the British cultural heritage. The defeat of the strike paved the way for the defeat of the One Big Union and the extension of the more moderate TLC as the dominant union power from East to West. The author attributes this development to the fact that the international union organization was strong in the East but fragile in the West. The rivalry between the two then became a contest to determine who would win national support.

Dr. Robin taught at Queen's University at the time he prepared this study, and is currently an Associate Professor, Department of Political Science, Simon Fraser University.

Here is what happened before, during, and after one of the most significant moments in the history of the Canadian labour movement — the Winnipeg General Strike.

50 Years Ago

THURSDAY, May 15, 11 a.m. At that moment in time, 50 years ago, workers poured out en masse from Winnipeg factories, shops and offices, precipitating one of the most eventful moments in the history of the Canadian labour movement. All service facilities were suspended—frozen in one moment of utter abandonment—as streetcars stopped on their tracks, elevators stayed at the bottom of their shafts, telephones went dead, newspapers stopped publishing, and restaurants and stores bolted their doors. Contrasting with the desolate silence within empty buildings, the streets were teeming with workers, at first orderly and subdued, but later joined by returned soldiers who entered the fray and added violence to otherwise peaceful demonstrations.

Before the strike ended 41 days later, the Riot Act was read, one man was dead, another lay dying, scores of people were injured when mobs of demonstrators were fired on by mounted police, and 2,000 special police, replacing the regular force believed in league with the strikers, swarmed in with sawed-off wagon yokes.

Collective bargaining and industrial unionism, taken for granted in the world of labour today, were the main bones of contention in the strike. Winnipeg in 1919 was the seat of union radicalism, and when Western Canada the year before had spawned a series of strikes that almost reached the proportions of a general walkout, the ensuing victory may have encouraged the Winnipeg walkout.

The strike came after a winter of discontent in Canada. The cost of living had zoomed up 75 per cent during the war years, and workers' wages, particularly in the building trades, were not commensurate. Workers in the metal trades, too, were frustrated by the ineffectual disorganization of their more than a dozen crafts. And their employers, known as the Ironmasters, had refused to recognize a Metal Trades Council that included all the workers and unions in the metal plants and railway shops in Winnipeg.

The metal and building trades workers walked off their jobs on May 1 and May 2, appealing to the Winnipeg Trades and Labour Council for support. The Council responded by calling for a general strike, and a strike ballot was taken among affiliated unions. The vote in favour of a walkout was 11, to 524. The strike fever spread to other cities where there v sporadic walkouts. Even as far east as Toronto, where the for a general strike was rejected, workers had walked 12,000 jobs by June 1.

Winnipeg was a city in turmoil. On one side were strikers and those in sympathy with them; on the other were the Citizen's Committee of One Thousand, made u the so-called "Establishment"—the professional and busi elite. When milk and bread deliveries were cut off, there grist for the mills of management, and charges of attempt infanticide and subversive Bolshevist takeover. But even milk and bread deliveries resumed, labour's troubles were from over. They had to convince those who worked in services that they would not be regarded as scabs, so c were issued by the union committee stating: "Permitte Authority of the Strike Committee."

Garbage started to pile up on the streets, and mail pile in outlying post offices. The city's mood was ugly and fea The *Winnipeg Free Press* called the strike "The Great Dr of the Winnipeg Soviet," and even some members of Government in Ottawa were convinced that the Winn "plot" was a rehearsal for revolution.

Two significant factors made the Red infiltration plaus The Socialist Party of Canada had met three days b Christmas 1918 and adopted resolutions that asked fo release of all political prisoners and the withdrawal of t from Russia. Six of the 10 strike leaders who were later arr had attended that meeting. One of them, a machinist n Robert Russell, a radical and a leading member of the nipeg Trades and Labour Council, had been heard to re "Capitalism is defunct and must disappear." And just a m before the strike, the Western Labour Conference was h Calgary. At that meeting a proposal was made for one industrial union dedicated to the Marxist concept of the struggle in which the general strike figured as an impo weapon. The meeting had been controlled by a mi

Photo Courtesy Public Archive

nority, a few of whom were later arrested in the general ike. Resolutions at this meeting called for full freedom of ech, release of political prisoners, a six-hour day, and a eral strike slated for June 1. The radicals had condemned h parliamentary system and praised the Soviet system.

abour Minister Gideon Robertson, a former vice-president f he Telegraphers' Union, who had been recently appointed o he Senate, and Acting Justice Minister Arthur Meighen vt to Winnipeg to investigate the strike. They talked to e ers of the Citizens' Committee and seemed convinced that h Bolshevists had taken over the city. After the return of R ertson and Meighen to Ottawa, 190 Winnipeg postal m loyees were dismissed from work for rejecting a back-to ork order, refusing to sign a pledge to never again take pa in a sympathy strike, and refusing to withdraw their u port of the Winnipeg Labour Council.

leanwhile the strike committee was desperately looking for a tisfactory compromise. The president of the Labour C ncil, James Winning, a man of moderate views, pleaded for guarantee that collective bargaining would be recognized. He promised that, if he got that guarantee, the workers would be back on the job in 48 hours. But neither the employers nor the Federal Government would accept a compromise.

Parliament hastily adopted an amendment to the Immigration Act to permit deportation of citizens not born in Canada. The required three readings for the amendment took only 20 minutes, clearly indicating that the Government intended to arrest and deport the strike leaders. Fifty members of the Royal Northwest Mounted Police and 500 deputies moved in on the strike leaders in the early hours of June 17. Then they raided the Labour Temple, the Ukrainian Hall and Liberty Hall and carried away truckloads of books and pamphlets. The threat to deport the leaders was never carried out, however, because it provoked a storm of protest from labour leaders across Canada.

The demonstration parade that followed the arrest of the leaders ended in a bloody foray between the mounted police and the protestors. Fifty mounties plunged into the crowd swinging baseball bats, and were greeted with a hail of stones, bricks and pieces of concrete. They retreated for a time, but soon returned armed with clubs and revolvers, which they fired into the demonstrators as they scrambled for cover. One man was shot through the heart and died instantly. Another was shot in both legs. He later developed gangrene and died. Scores were trampled by horses, and others seriously injured by clubbing and gunfire.

With their leaders jailed and their demonstration crushed, the workers conceded that the strike had failed, and, as the LABOUR GAZETTE reported in July of that year, it was officially ended on Thursday, June 26, at 11 a.m. Many of the workers were blacklisted by employers, and all jobs were closed to them. The leaders were singled out for severe punishment and jailed. One newspaper, the *Winnipeg Telegram*, stated: "They should be permanently blacklisted. They should be made to wander about."

But, as fate would have it, the leaders were free within a year, the heroes of the labour movement. And despite previous grim pronouncements, all of them went on to face a successful, if not a brilliant future. Former Methodist Minister William Ivens, Lowland Scot John Queen and Socialist George Armstrong, while still in jail were elected to the Manitoba Legislature in the 1920 elections, and Queen subsequently became mayor of Winnipeg for seven terms. J. S. Woodsworth, successor to Ivens as Editor of the *Western Labour News*, and later arrested on charges of seditious libel, went on to become national leader of the CCF. Another labour leader, A. A. Heaps, sat in the Commons with him from 1925 to 1940.

Perhaps the real heroes of the strike were the workers who defied clubs, baseball bats, bullets and horses' hooves for a cause they believed was just. The names of most of them are remembered only in dusty family archives or on weather-beaten tombstones, but they paved the way for the responsible collective bargaining and industrial unionism that we know today. And they may well have made it unnecessary for there ever again to be another general strike in Canada.

Labour On a Tightrope

Many of the major social and economi problems facing labour in North America society were discussed at the Nation Policy Conference of the United Stee workers of America.

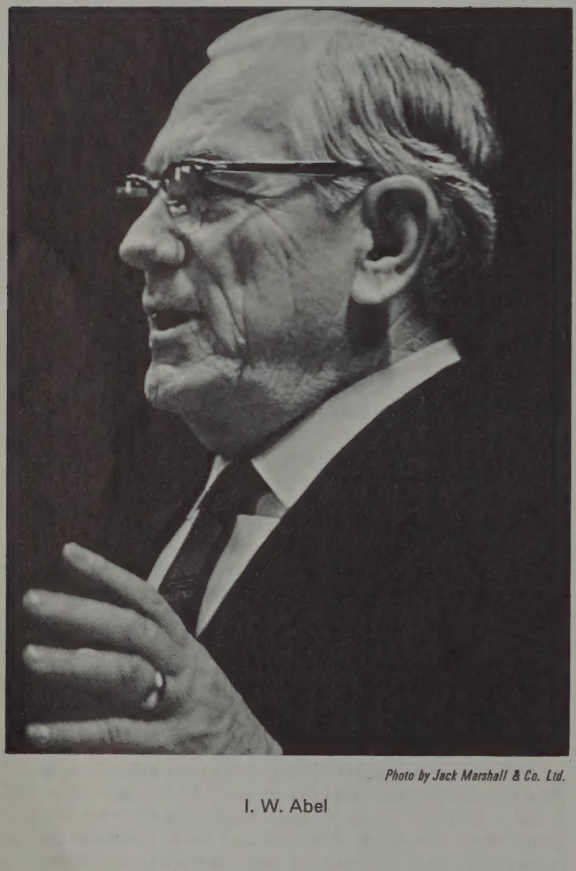


Photo by Jack Marshall & Co. Ltd.

I. W. Abel

UNITED Steelworkers of America President I. W. Abel s that unions may have to be restructured to deal with the form tion of conglomerates, and that government action may needed to check the growth of conglomerates. Mr. Abel sp at the national policy conference of the Canadian steelwork in Montreal on May 1.

One of the more dangerous aspects of conglomerates is grabbing off of rich pension funds that had been built up employees by some of the absorbed companies. U. S. work he said, pay $8,000,000,000 annually into pension funds, mak total pension funds amounting to hundreds of billions of doll Mr. Abel cited one case of a conglomerate taking over a co pany that had a $38,000,000 pension fund. The conglome took over the fund and it was recently found that the fu assets had fallen to $6,000,000. The conglomerate, Mr. A said, had invested the pension fund money in a speculative l deal in California. Some have stripped companies of their as and left employees on the street. Others have exported job foreign countries after taking over and closing domestic pla

In his report to the conference, National Director Will Mahoney said, "We are bargaining in an economic atmosp that requires substantially better collective agreement te than those that brought settlements in other years." He c Stelco profits that "were 45 per cent above those in 196 think we might be persuaded that this is a 'guideline' for own use in making wage and fringe benefit proposals."

Mr. Mahoney went on to say, "Because of increasing ductivity, we established in our last round of negotiations Algoma and Stelco that U.S. wage rates were no longer a rier that we must never surpass—even if we did not obtain e average earnings. Since that time, our productivity in Canadian industry has continued to outpace that of the U."

Mr. Mahoney said that he agrees with the proposal of Prime Minister's Task Force on Labour Relations (L. G., M

269) to update "bargaining processes by development of lti-bargaining agencies and multi-employer agreements." He erved that in major industries "it is ridiculous that 95 per of employees can be held to ransom to suit the convenience windling crafts. In Algoma Steel during the past year or so, t strikes by a small minority of employees have harassed all members and put them out of work. These minute groups it the outcome of our fight with the company and then take antage of our members' good will and unwillingness to cross et lines to gain a privileged position for themselves, often to prejudice of our people."

eporting on District Six, Director Larry Sefton said that, ng the period February 29, 1968 to February 28, 1969, the rict added 48 units, numbering 2,719 employees, while show- a net drop in membership of 823. This was accounted for by mber of plant and mine closures, and the loss of units for m the district could not negotiate a collective agreement. r members are expecting substantial pay and fringe benefit nces," said Mr. Sefton, "The gains they made in last otiations largely have been eaten up by a rise in the cost of g of over 4 per cent a year for the past two years."

urning to conglomerates, Mr. Sefton asked, "Is it not time orate activities were probed and corporations regulated to the general public good? We should be alarmed by the ications of a statement by W. F. Mueller, an American comist, that if the present pace of corporate mergers in the continues, all major economic decisions may be made by than 200 persons within a decade. Since the majority of world's conglomerates are U.S.-based, their corporate pol- will affect every country in the non-Communist world."

Mr. Sefton went on to point out "one of the serious problems e arbitration field." That, he said, is the kind of persons ted as chairmen of arbitration boards, "particularly in rio." A number of "mediocre and inadequate people are being named as chairmen, and a degree of dissatification is being felt in labour circles." He reported that, in his district, there has been some success in joint bargaining, which "can speed establishing of uniform rates and benefits in the industry." A number of Vancouver locals, he said, have been able to drop individual negotiations and bargain with the employer-organized Metal Industries Association.

Reporting on the activities of District 5, Director Jean Gerin-Lajoie said that the climate for union organization in Quebec "has perceptibly deteriorated since a year ago. The most striking examples of this deterioration have been the organizing campaign in the Montreal structural steel industry." The explosion of several bombs in Montreal, he said, has attracted more attention than the strike at Lord & Co. in Montreal or the "protestations of steelworkers themselves. No one in his right senses can remain indifferent to the dangers that can menace a society where terrorism is now more effective than unionism."

Mr. Gerin-Lajoie said that the labour movement in North America "is standing on a tightrope: it may advance, it may retreat, but it can't stay for very long in that precarious position where it exercises considerable bargaining strength on behalf of a very small fraction of the work force." He said that he had previously suggested new legislative frameworks for organization and negotiation that would group entire sectors of the economy and complement the present legal machinery dealing with a union in an individual plant.

He went on to discuss the recommendations of the Prime Minister's Task Force on Labour Relations, saying that "the Woods Report indicates how urgent it is for us as a labour movement to attack decisively the problems of the society in which we live, and in particular the role we want the trade union movement to play in it. I reiterate my appeal to the Steelworkers in each province, and in Canada as a whole, to study in depth the problems of poverty, of the glaring inequalities in our society, of the growing disorder that characterizes it."

Bridging the Personnel-Management Ga

NFB Photo

Bridging the gap.

"We've got to civilize and humanize the work forc
Dennis McDermott, Canadian Director of the United A
Workers, told delegates attending the annual spring c
ference of the Personnel Association of Toronto in April. T
labour movement, he said, can either become a part of
social revolution or a victim of it. He pointed out that with
emergence of corporation conglomerates, the so-called glo
enterprise, labour people are part of the international jet

"Everything today is big," he said. "Big corporations,
unions, big educational systems. It has a dehumanizing eff
and it is no wonder that students are revolting." They wan
be treated as human beings, and they are worried ab
being swallowed up by a huge masticating machine
losing their identity. "We can expect kids to revolt.
youth of today come from a relatively free society and w
they are ready to enter the labour force they must give
eight hours of this freedom to walk into a prison-like at
sphere complete with barbed wire, guard inside the gate
anachronistic rules." The word "insubordination," he s
was a military term with little or no relevance to the think
of today's young people who had few inhibitions and little
of authority.

Turning to collective bargaining, Mr. McDermott t
delegates that "we have over-formalized and over-legali
collective bargaining until it is ineffective," and that it mus
streamlined or be replaced by anarchy. "We have to bring
procedure up to date, kicking and screaming into the 2
century."

The plight of the aged is also of deep concern to the UA
Mr. McDermott said. "We must provide benefits so
people can live the good life when they retire. They have
right to live as first-class citizens, getting as much m
when they are retired as when they were working." The
Calvinistic theory of getting up early and working long h
for a pittance should be considered as archaic as chil
working in the mines. The contribution of human being
society should no longer be measured on the narrow slide
of pennies doled out for a long, hard day's labour.

Mr. McDermott intimated that the UAW plans to jum
the consumer's bandwagon to help curtail the spiralling
of living. "We in the trade unions are sick and tired of b
the scapegoat for manufacturers who want to take a l
more from the consumer. If we're going to be the scape

prices and profits, then we will deal with them across the lective bargaining table."

One case in point was the Maverick, a new compact car oduced by the Ford Motor Co. of Canada Ltd. at St. omas, Ont. This car, he said, sells for $380 less in Detroit n in Windsor. "There is no semblance of control of our ce structures in Canada as compared to the United States." r reasons like this, he said, the UAW will become "more and re of a social agency and less and less of a collective bargain- force." The difference between companies and unions, he led later, is that companies are interested in profits, and ons are interested in people.

n a panel discussion, Mr. McDermott praised the intel- nce behind the Woods Report (Report of the Prime nister's Task Force on Labour Relations) (L.G., April, 13) and harshly criticized the Rand Report (Report of the ario Royal Commission Inquiry into Labour Disputes) G., Dec. 1968, p. 686). "In my opinion, the Rand Report is perly dead and buried. What credulity it had will be de- yed by the Woods Report, which has much more depth, people are more intelligent and it's more workable. It will affect the innocent; it will affect the guilty." He spoke shly about the so-called "sweetheart committees," labour- nagement committees, which in his opinion were a pawn fnanagement, and wistfully recalled "the days before we sat oss the table from these legal people, these computerized oots, all programmed to say 'No.' "

ntario employers came under fire from William Davis, ario Minister of Education, for their demands for un- essarily high qualifications from job applicants, resulting rustrated and angry employees who are forced to do un- hlenging work, beneath their ability and potential. Mr. is criticized business and industry for their "doctrinaire" ttude in continuing to hire only Grade 13 or university raduates, stating that this practice did not guarantee that the g people would be hired for the right jobs. Education, he at is what you have left when you forget all you have ained in school. More important than school marks, he elves, is the ability to reason, and qualities of initiative and erstence. Mr. Davis said he will continue to refuse to em- hize in Ontario schools training for jobs and material gains, uwould keep on stressing education for living.

"imes have changed," said Dr. James J. Cribbin, Professor f Ianagement, St. John's University, New York. "Used to e iat if a professor caught a student asleep in class he would skanother student to wake him up. Nowadays if you ask sident to wake up a slumbering classmate he says, 'Why hold I? You were the one who put him to sleep.' "

I a speech that won him a standing ovation, Dr. Cribbin ecred that not nearly enough attention is paid to cultural ange in management literature. Today, he said, the accent is, ndshould be, on communication and compassion. Communication in the modern corporate structure must be based on consensus and commitment. Most efforts to communicate are like a semantic ping-pong match. If corporations could achieve real communication with their employees, they could reduce friction by 30 per cent, and cut paperwork drastically.

The lack of compassion is what the generation gap is all about, in his opinion. "Management who accentuates difference has blown any chance of communicating, of having anything in common with its employees. The word 'communication' is also close in sound to 'community', without which there are no shared interests, no shared values, and therefore no communication. When there is no sense of community, there is no communication. The word is also close in sound to 'communion.' If you do not commune, it is a ping-pong game."

Dr. Cribbin said that no one except a sophomore is quite so much of an authority on practically everything. When someone makes a statement in class and a sophomore feels compelled to rise and state: "I disagree categorically with what you say," Dr. Cribbin interjects to ask him what the person has said. Then he asks the speaker if this is in fact what he said, and when the speaker inevitably replies that it was not, Dr. Cribbin then turns to the student to say, "Good. You disagree categorically with something he never said."

Dr. Cribbin said that there are "some wonderful people in the world" who have the knack of keeping themselves in the background and making you feel ten feet tall. And there are others that "from the moment of conception have been developing the fine art of sandpapering the sensibilities of everyone within five miles." Some members of management seem to think they are omniscient, he said. They should remember that "the Lord has placed beyond our control the very things we would like to control. But that's okay. You're in good company. He has done the same thing for himself."

Dr. Cribbin poked gentle fun at some of the foibles of personnel management. "When an unknown Einstein was asked to look over some equation for the atomic bomb, he reported at the office wearing one black shoe and one brown shoe. When someone pointed out this discrepancy to him, he looked down at his shoes and said, 'Yes. One is black and one is brown.' *Thank God we didn't send him to personnel!*"

How do we win the respect of those with whom we deal? Some win respect because, like Einstein, they are brilliant. Others win respect because they have the wondrous knack of pushing self aside and making others feel important. What kind of a boss are you? he asked. Will your employees say as one did about a great leader, "He's a tough man to work for in many ways, but if that man thought you were right, God almighty would not make him back off from defending you"? Most important, what are your biases? What is there in you that prompts you to give one person a vote above the evidence, and another person a vote below the evidence? When was the

last time in communicating that you really looked at the antenna of anyone? That you made an effort to see the world as it appears to the other person? "Each of us exists at the centre of our own world experience," Dr. Cribbin said. "We act on reality in the only way we can — as we perceive it. Not rationally, logically or scientifically, but the way we perceive it. When I want to communicate with you, I have to get across what's important to me in terms that are significant to you."

When was the last time you said to a subordinate, "Charley, I think your idea is better than mine. We'll use it"? How much more likely for a boss to say, "That sounds very interesting, Charley. We'll kick it around and think about it for awhile." And then, by some strange quirk of management alchemy, Charley's idea lands up in your memo on the big boss's desk as a product of your own grey matter. When was the last time you said, "Good thinking, Charley. I'm proud of you"? Or "thank you"?

The great leaders have all been servants to those who follow their lead. Humility and compassion are the keynote qualities of all great men, he said.

V. O. Marquez, President of the Northern Electric Company agrees with Dr. Cribbin that the culture is changing, and that "the day you can communicate in a cold supercilious manner because you have a particular status is dead." One-way transmission, instead of interactive communication, he said, lies at the root of much of the mythology of our industrial society.

We assume, he said, that the factory worker is a different kind of person from the office worker. We have constructed a complex set of imaginary beliefs regarding the "blue-collar" worker, many of which are to his discredit. "Few, if any, are based on fact. But together they result in exposing him to different working conditions, different pay practices, different fringe benefits, and a different relationship with management from those enjoyed by so-called 'white-collar' workers."

Northern Electric has established works councils where union and management representatives meet to "discuss the problems, intricacies and possibilities of our business, as both groups see them."

Mr. Marquez said that there are great handicaps to frankness and sincerity on both sides. "Management finds it difficult to avoid using the councils as a forum to inform, as an arena in which to expound their views, and another opportunity to talk but not to listen." Labour representatives tend to distrust management thinking, and look on the councils as "really a Machiavellian device to soften up organized labour, with the object of serving unilateral management purposes." More than that, he said, organized labour is wondering what new role unions would play if, in fact, management is being honest and sincere and the interactive process does work.

How do you feel when you discover that you are the last person in the office to hear an important bit of news? asked David W. Ross, President, Ross Associates Inc., a manageme consulting firm. Do you toss it off with a laugh and s "Isn't that amusing. They forgot to tell me"? And when t happens a second time, do you then say, "Isn't that interesti I bet the odds of that happening again are about 200 to on Not on your life, said Mr. Ross. You know how you wo react. Rather, don't you say something like, "I wonder if I not important enough around here to tell things to?" On other hand, suppose the boss calls you in to his office and clo the door and says, "This is hush hush. You're the only per in the organization to know this." See how this makes y feel when you leave the office. You feel eight feet tall.

"When you have a car and the gears are slipping, you h a deficient machine, and when you have an organization wh the communications are slipping, you have a deficient orga zation. A man who is preoccupied with what's going happen to him and what he thinks or fears is happen around him can't be preoccupied with his job." And the m hours wasted from lack of proper communication, and decrease in productivity are more devastating than hydrogen bomb, he said.

To measure how well your organization is doing on communications level, you study the margin between wha supposed to happen and what is actually happening. If it a wide margin you will find inefficiency, a lack of the grasp communication between staff and those above.

What happens to people who are not properly communica with? As an experiment, Mr. Ross's company chose th teams, putting one person of each on the ground floor wit set of blocks and a telephone, and the other on the top fl with a set of blueprints and a telephone. The three teams we then told to set up the blocks in such a way as to duplicate blueprints. The A set were allowed to communicate q freely. The block builder in the B set could hear the inst tions but was allowed to answer "yes" or "no" only, and co not ask questions of the blueprint man. The block man in C set could receive instructions but could not ask questi of the blueprint man at all. He was forced to listen with commenting.

When the experiment was over, each of the three te thought they were going to be judged on how efficiently t had set up the blocks to duplicate the blueprints. Instead, experimenters were much more interested in the p experiment relationship between the team mates. The A did remarkably well and were in high good humour after experiment. They became buddies, were full of praise each other, and were so enthusiastic about the experi they were always popping into the experimenter's office some nuance they believed would be interesting to the exp menter. The block builder in the B team who was limite "yes" and "no" asked if he could not try it again with ano partner, and the C block builder was so frustrated and

ged that he called the blueprint man a lunatic and worthy residing in Hades.

"Communication is indispensable to human relations and dispensable to productivity. It's so important that if there's one around to talk to, we talk to ourselves. That's how we aintain our psychological balance."

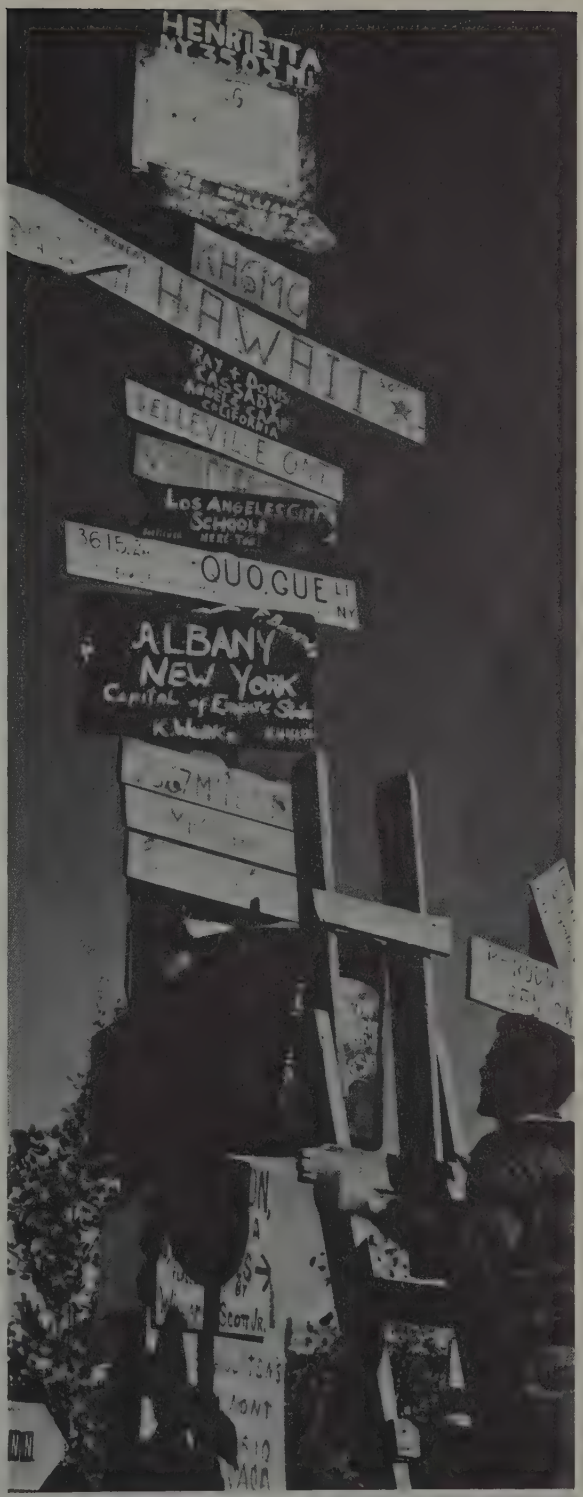
Some leaders believe they have no time to communicate cause they are so busy doing the work. The first principle being a good leader is being a good delegator. If you give a an something to do and tell him how to do it, you are aking a lackey out of him, says Mr. Ross. If you give him mething to do and stand over him while he's doing it, you e wasting time. But if you delegate work to him telling him nat you are shooting for and allowing him to express his n personality and talents, you will be amazed and delighted how well he will rise to the occasion. There has never been subordinate that is not in some way superior to his superior, said.

Delegates were told by another specialist that there is no ary system that will keep people from being dissatisfied. The average time an employee is satisfied with a salary rease is two weeks," said Dr. Frederick Herzberg, Professor Psychology, Case Western Reserve University, Cleveland, io. "If you are given a salary increase of $1,000 this year d $500 the next year, you will consider that you got a 00 cut."

The first principle in handling people, he said, is to remember to never use the "jelly bean reward system" for good haviour. People will then not work unless there's a jelly an dangling. The incentive system creates dissatisfaction.

It is incredible how many dissatisfactions and frustrations caused by a company's striving to give satisfaction, said Herzberg. The company should provide a pleasant work- atmosphere, not as a bribe, not as a "See how well I at you, now why don't you work harder?" sort of thing, as an employee's right. The most important thing in the g run, however, is not how an employee is treated, but how is used. Unhappy employees make sick businesses. They d more challenge, more excitement, a sense of achievement heir jobs. And when two young bucks are after the same itory, an employer must either enlarge the system so that h can survive or get one of them out. Employers who not utilize an employee's talents have a moral right to see t he is either placed somewhere where he can be utilized s encouraged to go to another company.

One of the kinks in industrial relations is the entrenched thught that the maximum utilization of people is the minimal tization of people," Dr. Herzberg said, "If you can't use a n and you can't get rid of him, you have a motivation blem. Nothing is more tragic than leaving a person on the jo with no room to grow."



NBF Photo

Lost in the Communications Jungle.

NFB photo

Universal Medical Care Where We Stand Now

BY THIS time next year, all Canadians may be cover under the federal Medical Care Act passed in December 19 By July 1 this year, six provinces had joined the plan. Th are: British Columbia, Saskatchewan, Manitoba, Nc Scotia, Newfoundland and Alberta.

Enabling legislation for New Brunswick to enter the pl was assented to December 6, 1968, but no announcement w made regarding when the province would participate in t federal plan. Ontario, Quebec and Prince Edward Island ha not announced their intentions regarding when they will jo the national program. No province, however, has stated th it will not join the plan as presently constituted when p vincial priorities permit.

Below are synopses of the medical care plans instituted provinces that had joined the federal plan by April, 1969:

NEWFOUNDLAND

The Newfoundland Medical Care Plan will be a no premium plan covering all eligible residents of the provi and funded from general revenue. No special taxes will required. Coverage will initially be limited to the basic medi and limited dental benefits provided under the federal A The patient has free choice of physician and a physician m opt out of participation in the plan without his patient los entitlement to benefits.

NOVA SCOTIA

During the fall of 1968, the provincial Government launcl an extensive publicity campaign as a prelude to registratio the provincial population under the medical care plan. registration was very successful, and virtually the entire po lation co-operated. Eligibility for benefits, however, does depend upon registration, but rather upon residency, and th is provision for unregistered persons to be registered re

vely on receipt of claims, if they are bonafide residents.

The Nova Scotia Medical Services Insurance Plan will be a no-premium plan covering all eligible residents and funded from general revenue. The patient has free choice of physician and a physician may opt out of participation in the plan without his patient losing entitlement to benefits. The plan will provide comprehensive coverage for the services of physicians and surgeons, and limited surgical dental benefits for hospitalized patients.

Additional benefits, toward the cost of which the federal Government is not contributing, are included in the British Columbia plan. They are optometric and chiropractic services, naturopathy, the services of Red Cross nurses, special nurses and the Victorian Order of Nurses, on a limited scale.

SASKATCHEWAN

The qualifying Saskatchewan Medical Care Plan differs somewhat from the original Saskatchewan medicare plan introduced in 1962. The new plan includes benefits previously provided under a variety of separate programs or agencies including the Medical Care Insurance Commission. The range of benefits provided by these programs has been expanded where necessary to conform with federal requirements and residency requirements have been standardized. The premiums charged and rates of payment to physicians have also been standardized.

In April 1968, the Commission introduced utilization charges applicable to doctors' visits other than those involving special procedures and visits to patients in hospital. Patients are liable to pay $1.50 toward the cost of a doctor's office visit and $2.00 in the case of a house call or hospital emergency department visit except that:

- the province pays the utilization charge on behalf of those in receipt of public assistance;
- the province pays the utilization charge on behalf of those receiving more or less statutory benefits such as cancer, T.B., or dental hospital care;
- any resident may apply for special assistance in meeting the charge should his circumstances require it. Doctors and hospitals are encouraged to report to the provincial authorities patients not in receipt of public assistance who might be expected to be embarrassed by the charge.

The Saskatchewan plan is a compulsory premium plan with the premium set to cover approximately 20 per cent of the cost, the cost subsidized at this level from general revenues by a special tax as well as by the utilization charge. While there is no scaled subsidy toward the premium based on income as in British Columbia, persons in receipt of public assistance have the premium paid on their behalf by the provincial Welfare Department. There is a joint premium covering both hospital insurance and medicare. For a family, the premium is $72.00 a year, of which $24 is for medicare.

In the Speech from the Throne on January 30, 1969, it was stated that the Legislature will be asked to approve annual family ceilings on the utilization fees to ensure that they do not cause "undue hardship in any family." The provincial plan includes an optometric benefit toward the cost of which the federal Government does not contribute.

MANITOBA

The Manitoba Medical Services Insurance Plan will, like the Manitoba Hospital Services Plan, be a compulsory plan and will be funded by a premium set to completely cover the provincial share of the costs. Recipients of public assistance need not pay premiums. The initial premium of $4.90 a month for a single person and $9.80 a month for a family is just slightly over half the premium charged by the local non-profit plan before, but the level of benefit will be somewhat greater.

Coverage initially will be restricted to the comprehensive medical and limited dental coverage of the federal Act. The province has introduced amending legislation to permit it to include optometric and chiropractic benefits. The patient has free choice of physician, and the physician may opt out of participation in the plan without his patient losing entitlement to benefits.

BRITISH COLUMBIA

The British Columbia Medical Care Plan is a voluntary premium plan with subsidies available toward the cost of the premium for persons in certain income brackets. The insurance contract is marketed through several previously independent, non-profit plans, one of which is the former British Columbia Medical Plan, a governmental agency. In return for enrolling subscribers in and collecting premiums on behalf of the provincial plan, the five independent carriers have been granted the privilege of marketing health insurance coverage for additional benefits including drugs and ambulance services. These approved carriers may market the additional coverage either separately or as part of a package combined with the governmental contract, but premiums collected on behalf of the governmental contract must be remitted to the province. Whatever agency the subscriber enrols with, his insurance contract is with the Province of British Columbia and it is the provincial authority that processes the doctors' accounts and makes payment on the claims.

The initial level of premiums set is identical with that previously charged by the British Columbia Medical Plan — $5.00 a month for a single subscriber, $10.00 a month for two persons and $12.50 a month for more than two beneficiaries. The patient has free choice of physician and a physician may "opt out" of participation in the plan without his patient losing entitlement to benefits.

British Columbia

Alberta

Ontario

New Brunswick

Federation Briefs To the Government

CANADIANS living in poverty, and improvements in the quality of life in Canada were major topics of memoranda submitted by four provincial federations of labour to their governments earlier this year. The provincial labour bodies of British Columbia, Alberta, Ontario and New Brunswick, presenting their proposals to the Cabinets of their legislatures, criticized government legislative policies that adversely affected working people, and recommended several changes in economic, housing and labour relations programs.

Restrictive industrial legislation was a prime target in the labour bodies' briefs. The B.C. Federation of Labour dealt with one subject only — the B.C. Mediation Commission. The brief, presented in February, was sharply opposed to compulsory arbitration as provided in the provincial Legislature's Bill 33 (L. G., July 1968, p. 392).

The memorandum presented by Federation President E. Staley quoted from the study on labour legislation in Nova Scotia conducted in 1962 by Judge A. H. McKinnon, saying that the way to better labour-management relations is to be found, not in restrictive legislation, but "in the ability and capacity of management-labour representatives to mutually agree on a satisfactory method to guide their relationship to a major degree without statutory regulation and control."

The B.C. Federation's brief opposed the application of compulsory arbitration to provincial civil servants. It called attention to the fact that government employees in several provinces have enjoyed full collective bargaining rights for years. Federal public servants now have collective bargaining with the option of choosing either the right to strike or binding arbitration.

The brief attacked the legalistic approach to the Mediation Commission, its performance to date, and some recent statements of Mr. Justice John Parker, chairman of the Commission. The Federation suggested that the apparent attitude of the Commission "can only cause a further deterioration in labour-management relationship in B.C."

The Federation brief criticized the provincial Government for its failure to consult labour groups before drafting the legislation setting up the Commission. It pointed out that consultation was held with doctors before the medical care system was inaugurated. The brief further criticized the Government for discrimination in placing restrictions of working conditions on wage earners that are not placed on lawyers, engineers and other professional groups.

The brief charged that Bill 33 will not improve labour-management relations. It requested the Government to amend the legislation in consultation with management and labour "to provide a framework for labour relations in this province that would be conducive to the harmonious conduct of collective bargaining."

The Ontario Federation of Labour was prompted by the release of the Rand Report (Ontario Royal Commis-

uiry into Labour Disputes) (L. G., Dec. 1968, p. 686) to ke a special submission to the Ontario Minister of Labour. ointed out that the report was based on "the false assumpi" that "labour relations in the province are so chaotic lt only a complete overhaul would straighten things out." OFL proposed a greater degree of voluntarism in labour tions, whereas the Rand Report proposed a widening of area of government intervention.

he OFL was sharply critical of the report's recommendas that would do "little if anything to „eliminate conflict collective bargaining. The Federation suggested that a amble to the Labour Relations Act state its policy in regard nions. "If such a statement of faith in free trade unions in free collective bargaining is implied in the legislation, it should not be left unsaid."

he OFL shared with the New Brunswick Federation of our opposition to court injunctions and restriction on eting. The OFL believes that injunctions have no place abour disputes, and expressed disappointment that the d Report gave minor consideration only to the topic. The v Brunswick Federation called for abolition of interim *ex parte* injunctions in labour disputes. "*Ex parte* and rim injunctions were never intented to be used in labour utes," the New Brunswick brief stated. It attributed the e of major labour disputes in the province during the past to the matter of check-off of union dues. The organization mmended legislative changes to direct employers to deduct n dues from an employee's wages when he so requests. ure to make the check-off payments should be an unfair ur practice, the brief said.

he New Brunswick brief charged that the provincial ernment's slogan of "Equal Opportunity for Everyone" not exist in the matter of calling representation votes for oses of union certification by the provincial Labour tions Board. The Federation criticized the Board for ring a vote on the "flimsiest excuse," even when unions ing certification in respect of a unit of employees has the ort of a "very clear" majority of employees in the unit.

rning to general economic trends and the growing lems of lower income groups, the briefs were sharply ical of government economic policies. The Alberta Federaof Labour based its recommendations on the Economic ncil of Canada's fifth annual report, which dealt with ence of poverty in Canada. "If your Government is truly re in developing the human resources of this province, would suggest that the best way to accomplish this would a all-out war on poverty." The Alberta brief called on the ernment to initiate programs with a view to eliminating rty in the province. It recommended that the minimum wage in the province be immediately increased to at least $1.75 an hour. It noted that the present minimum wage of $1.25 an hour in many cases "becomes the maximum paid by a great number of employers." It does not allow wage earners in this bracket to escape the levels of poverty as defined by the ECC, and "does nothing more than create pockets of poverty, and allows inefficient and unscrupulous employers to operate business at the expense of society."

The OFL called on its Government to adopt a 40-hour workweek and a $2.25-an-hour minimum wage. The present minimum wage in Ontario of $1.30 "falls far short of what is needed to provide for decent minimal standards." The New Brunswick brief requested immediate increases to the minimum wage orders that would make the minimum hourly rate $1.50. The general rate in New Brunswick is $1.00 an hour and $1.25 in certain occupations such as construction and logging.

The OFL expressed concern over economic opportunities and prospects. The predicted slow-down of the American economy in 1968 did not develop, but if it takes place during 1969, Canada will have difficulty in maintaining its present rate of growth. The OFL took the position that "we can increase and maintain economic activity by correcting urban congestion, building low income housing, eliminating pollution, developing underdeveloped areas and adopting a more equitable tax system."

Changes in taxation programs were recommended to the Governments of Alberta, New Brunswick and Ontario. The present tax structure, said the New Brunswick brief, contained "abuses and shortcomings" arising from dependence upon property taxes to meet the growing demands of urbanization in regional governments. The federation called for a full examination into municipal financing, similar to the Carter Commission's study on federal taxation (Report of the Royal Commission of Taxation) (L. G. 1967, p. 349). "This type of financing would revamp the tax structure so that taxes would be based on the principle of equity rather than on privilege."

The OFL similarly supported the recommendation of the Carter Report. It charged that the Smith Committee Report on the Ontario tax system "was of little real value" because it did not attempt to restructure the tax system. The OFL brief recommended that the tax system should lift some of the present burden off the home-owner and the lower-income families and be based instead on the principle of ability to pay.

Housing was of particular concern to the Alberta Federation, which drew attention to the high rates of interest on mortgages and the high-income requirements for a CMHC mortgage. The Alberta Federation called on the Government to establish rent controls and set up citizens' appeal boards to which tenants could take their grievances. "We would urge your Government in addition to initiating and developing a public housing program in the province, to also give recognition to housing co-operatives as non-profit housing agencies, and make land, loans and technical assistance available on the same basis as public housing," the brief said.

The Hellyer Task Force Report on Housing came under attack in the Ontario brief. "It holds out little hope for housing for the 25 per cent of our population who are in need of subsidized housing. It fails to come to grips with the real need and that is to house those who cannot afford to meet the high cost of individual home-ownership or in many cases meet the high economic rents. It points the finger of scorn to some of our public housing projects that have been the salvation of many people, and at the same time proposes no alternatives," the brief said, and it offered a list of recommendations on housing adopted at the OFL's annual convention held last year (L. G., Jan., p. 6).

The Disadvantages

Of Working Part-Tim

HE TYPICAL full-time sales person works 40 hours a week, s at least two weeks vacation with pay, is covered by a health an, group life insurance and a pension plan, and gets eight or ne paid statutory holidays a year. But what about the part-ne employee? How many of these benefits does he or she en-y? To what extent are minimum standards provided by islation or union agreements? These questions prompted a mprehensive study* by the Women's Bureau of the Canada partment of Labour into part-time employment in the retail de where women workers are much in evidence. As the first a series on part-time employment, the study concentrates on food and department store businesses.

Full-time employees are entitled by federal and provincial w to vacations with pay after a year of employment. But the finition of a year varies. In British Columbia and New unswick an employee must work no less than 225 working ys in a calendar year to become eligible, and although this cludes any chance of a part-time employee getting a vacation h pay, she is entitled to vacation pay when and if she leaves h job. And even a paid public holiday may not benefit the rt-time employee. In Alberta, a full-time employee is entitled a paid holiday if it falls on a "regular work day." If the holi-y falls on a Monday, as it frequently does, it may well be that a art-time employee in the retail trade would not be scheduled work that day, as Monday is usually a fairly slack day for siness.

Part-time workers are obligated to pay unemployment insur-ce, unless they work less than 24 hours a week. If a part-time ployee wanted to build up the required credits to get unem-yment insurance benefits, earnings of less than $20 a week uld be credited as a half week of work. Collecting benefits, on other hand, would depend on whether there were any oppor-nities for part-time employment in the community. If there e no such possibilities, the claim would probably be denied. d even though it may be difficult or impossible to predict the nual earnings of a part-time worker, she and her employer st contribute to the Canada (or Quebec) Pension Plan. At the end of the year, if the employee has overpaid into the pen-n fund, she may claim a refund when filing her income tax rn, but her employer may not claim a refund for a part-time ployee.

The most lucrative sales positions and high commission de-rtments in department stores throughout Canada are staffed men. And the day when a worker can make her way from the west to the highest rung in the ladder has become less frequent more difficult because "management trainees" are now en directly from institutions of higher education, or are hly qualified specialists experienced in other sectors.

The average weekly earnings of full-time women workers in e il selling were lower than those of men by from $11 to $19 a k in five cities, and by from $20 to $28 a week in seven cities. In the hiring rates for grocery clerks, women received from 10 to 26 cents an hour less than men. There were even more marked differences in the maximum rates to which female and male grocery clerks could progress. In seven collective agreements, two in Ontario, three in Alberta, one in Quebec and one in Manitoba, female grocery clerks received between 38 to 47 cents an hour less than the maximum male rate in the same classification. In Vancouver, the differential was 60 cents an hour less for female grocery clerks.

But female part-timers who performed substantially the same duties as full-time female grocery clerks received 62 to 72 cents an hour less in the eastern contracts. Three prairie province contracts indicated no difference in wage rates between the two categories, but in two Alberta agreements and one British Columbia contract, hiring rates for female part-timers were five to 10 cents an hour higher than those for full-timers. A Calgary agreement stated that the higher part-time rate was in lieu of fringe benefits.

Submissions have been made to the Government and the Carter Royal Commission on Taxation by the Canadian Federation of Business and Professional Women's Clubs, the National Council of Women, and others, requesting tax reforms that would make it more worthwhile for married women to work. Specifically it has been suggested that the amount the wife may earn without eliminating the deduction claimed by her husband should be raised from the present $1,250 a year, and that reasonable housekeeping and child-care expenses should be deductible from the wife's taxable income.

Although almost one third of the Canadian work force is made up of women, only one in six union members is a woman. It is commonly believed that women, especially married part-time women workers, are less amenable to union organization than men. One company official said that married women want as few deductions from their take-home pay as possible, including union dues. Union membership neared the two million mark in 1968, and excluding non-paid agricultural workers, this would mean that almost one in three workers carries a union card; but the proportion of organized retail employees is much lower than the national average. The labour force in the industry classification of trade in 1967 was 1.2 million. For the same year, 79,000 union members were reported from trade establishments. Of these, 64,000 were employed in retail trade, and more than 75 per cent worked in food stores. The department store field is largely unorganized; it accounted for only 3,700 of the retail union total.

The nature of the industry, with its proliferation of small outlets employing very few workers, is one deterrent to organization; and even in large enterprises, organization is complicated by the high rate of turnover.

The question of whether or not part-time employees in a company are included in a bargaining unit may hinge, in certain provinces, on whether the applicant union and the employer agree that they should be included because, in determining bargaining units, labour relations boards endeavour to accommodate the wishes of the interested parties. The tests required under the various acts of union representation are more stringent than those that apply to political elections. The union must be able to satisfy the regulations of the labour relations board that a majority of all eligible employees in the bargaining unit are members; or if a vote is held, the union must obtain a majority, not just of those who do vote, but of all who are eligible to vote. Therefore, if a union is having difficulty in securing its majority in an organizing situation, it may deem it expedient to apply for bargaining rights for full-time employees only.

Because there is a lack of uniformity in the practices of labour relations boards with respect to inclusion of part-time employees in bargaining units in the various provinces, it would seem that if the trend toward more part-time employment continues, the provinces should adopt more uniform policies that will not restrict the bargaining rights of part-time workers.

* *Part-Time Employment in the Retail Trade*, Women's Bureau, Canada Department of Labour; Queen's Printer, Ottawa; 66 pages; no charge.

Help for the U.S. Hard-Core Jobless

Some startling information has been made public in the first issue of a new magazine published by the New York State School of Industrial and Labor Relations at Cornell University.

EVERY TIME Henry Ford II speaks or acts for Negr rights, the sale of Ford products drops off in the South, an when the President of Detroit's largest department store led fight for fair housing, more than 10,000 accounts were close out in 10 days. These facts have been brought to light in a article titled "Business, Labor, and Jobs in the Ghetto, published in the first edition of a new United States industri relations publications, *Issues in Industrial Society*, by the Ne York State School of Industrial and Labour Relations, Corne University. Despite these economic risks, business and labo are working hand in hand to help society's hard-core have-not and with some measure of success.

The best publicized and perhaps one of the most effectiv is the Ford Motor company's search for the ghetto's disadva taged. In the ambitious program, standard job applicatio procedures are abandoned, and reading and arithmetic tes cast to the wind; and neither the lack of work experience n a police record has any affect on the eligibility of an applican Coupled with this extended hand in friendship is the May of New York's Specialized Training Employment Placeme Service (STEPS) that seeks out the ghetto's unemployed tell them of area job opportunities. With full union suppo and without any special training other than an orientatio program, the newly hired go to work at union wages and UAW members.

According to the National Association for the Advanc ment of Coloured People, there are 30,000 unemployed Detroit's inner city, and Ford has interviewed 3,000 of the and hired 2,200. The company has accepted also 1,460 har core "walk-ins" at Ford's area plants, and although absee teeism and walkouts are a problem, Ford states that there an encouraging percentage of success.

What are the problems involved in training the hard cor In a two-year scheme in co-operation with the federal Gover ment, Chrysler took 750 of the previously unemployable an gave them every training advantage. Tardiness and absee teeism were the company's two major frustrations, but wh Chrysler analyzed the problem, it discovered that the solutio was "childishly simple," according to Virgil E. Boyd, Preside of the Corporation. "If you can't read, how do you know wh it says on the destination signs of the many buses that go on any given busy street?" he said. "And a grown man is going to get on and be sent off in the wrong bus very many tim

fore he stops getting on buses anymore. So we showed tese people one by one how to recognize the right bus to take."

Probing deeper, Chrysler uncovered the fact that only one five of the trainees owned an alarm clock because "they had ver had to be at any particular place at any particular time fore." Once they had been shown how to get to work and t: importance of being on time, their attendance and tardi- s record was better than the average of all Chrysler em- yees. Both Chrysler and General Motors are experimenting h the "buddy-system" whereby personnel of long seniority d newly hired Negroes work together to help newcomers ust to the demands of employment.

Unions, traditionally the champions of the oppressed rker, have been preaching civil rights and equal opportuni- for Negroes long before these concepts became popular h management; but now that black people are demanding ir rights to jobs generally held by whites, unions, in the led trades particularly, have been on occasion less co- rative. The problem may not be so much discrimination inst minority groups, but discrimination for relatives and nds of the members, reports *Issues in Industrial Society*. ft unions attempt to control the labour supply in their k area, whereas industrial unions organize workers after y have been hired. Local craft unions consider it advanta- eus to exclude workers, thus keeping the skilled labour uply low and wages high; industrial unions attempt to anize as many workers as possible.

A new concept in community action by the poor themselves may have been given a boost in July of last year when the two largest unions in North America, the Teamsters and the United Auto Workers, joined in the Alliance for Labour Action," stated the article. "As part of this new program, the two unions intend to help in organizing 'community unions' for the 'working poor, the unemployed, and the under-employed' so that they may deal effectively with their problems through self-organization and self-determination."

Since the winter of 1966, the UAW has been working with the U.S. Department of Labor in a national on-the-job training program in the automobile parts supplier industry. Under this contract, employers in seven states train new workers and upgrade union members to create job opportunities for the unemployed. In addition to training as spot welders, production machine operators and assemblers, the enrollees can receive basic education to learn how to fill out application forms, how to look for a job, what to expect on the job, and how to buy insurance, groceries, clothes and other items.

When the Federal Equal Employment Opportunity Commission studied 810,630 white-collar jobs in New York City, it reported in early 1968 that only 6.3 per cent were held by Negroes and 3.1 per cent by Puerto Ricans. In a study of 4,249 companies, 43 per cent had no Negro white-collar workers and 46 per cent had no Puerto Rican white-collar workers.

One answer to present and future unemployment, and the answer most popular with many segments of the black community, the article said, is Negro-owned business. Of the five million businesses in the country, only about 45,000 are Negro-owned. Negro groups are now organizing to encourage black enterprise with or without the assistance of whites and white business.

A Negro minister, the Reverend Leon Sullivan, in 1964 founded the Opportunities Industrialization Centre in an abandoned police station in the heart of the north Philadelphia slums. Nearly penniless when it started, Mr. Sullivan's training program now has a $3.8 million a year budget, 80 per cent from the Government and the rest from private sources. The organization now has branches in 65 cities and a 16-man advisory board made up of presidents and board chairmen of large corporations. According to Mr. Sullivan, it costs his program less than $1,000 to train a single disadvantaged person, compared with the $3,000 it costs the federal Government for the same training, and 80 per cent of the trainees complete their training.

Labour leaders point to a study commissioned by the Urban Coalition, and undertaken by Dr. Harold Sheppard of the Upjohn Institute. The Sheppard study found that a minimum of 141,000 people in 130 cities with a population above 100,000 could be employed almost immediately in jobs in regular city departments. "If this sample were expanded to small cities, to country and state governments," said John Gardner, who heads the Urban Coalition, "it is likely that enough jobs could be found to put 500,000 persons to work within six months. By further planning, the number might be expanded to a million or more within a year."

Miners and Their Collective Agreements

A STUDY of collective agreements covering 64,598 employees in Canadian mining industries has been published by the Canada Department of Labour. Based on an examination of 47 selected contractual provisions in 188 agreements filed with the Department's Economics and Research Branch, the bulk of the analysis deals with job security, work schedules, various types of compensation, grievance and arbitration procedures, and fringe benefits. All agreements were in effect in 1968, of which about 46 per cent are scheduled to remain in effect in 1969 or later.

One interesting finding is the application of the seniority rules governing promotion and layoffs. Four per cent of the agreements, covering the same percentage of employees, provide for the application of straight seniority in determining the order in which employees will be laid off. In 73 per cent of agreements covering 68 per cent of the employees, seniority is the dominant consideration only when other factors are judged relatively equal.

Agreements with severance pay and supplementary unemployment benefit plans were applicable to two per cent of employees, and, of these, almost all have severance pay benefits without Supplementary Unemployment Benefit plans. Only those plans that are mentioned in the collective agreements are reflected in the tables.

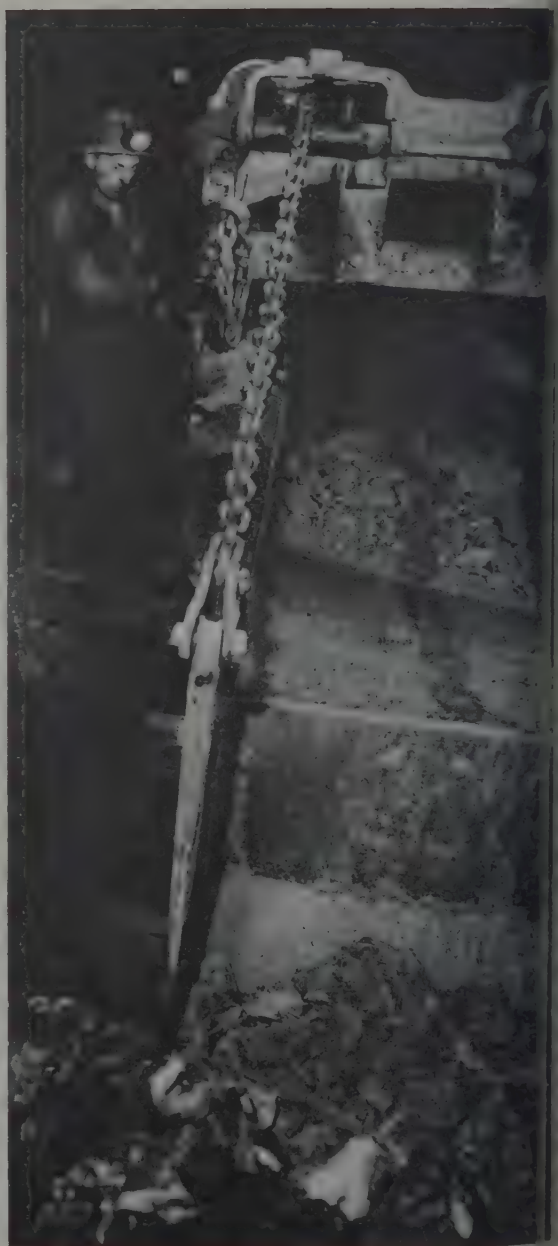
Relatively few agreements call for premium pay in recognition of work hazards unique to mining, although the majority have specific provisions requiring the establishment of safety programs. Clauses providing payment for "portal" were found in 52 per cent of the agreements covering 75 per cent of employees.

The eight-hour day and 40-hour week is the norm in mining agreements. The great majority of contracts provide for time and a half for overtime hours (daily or weekly). Paid holidays vary from 6 to 9, with 8 paid holidays a year the mode. Practically all employees covered by the agreements get a two-week annual vacation with pay, normally after one year of service. Seventy-six per cent of the agreements, covering 78 per cent of the employees, provide for a three-week paid vacation, usually after 10 years of service.

Escalator clauses to contend with fluctuations in the cost of living are contained in three per cent of agreements covering five per cent of employees. The following is an example of such a provision: "The Company will, if the consumer price index of DBS increases over and above the index figure published in the month of September, 1968 by more than 2½ per cent of such index figure during the period ending 21st of August, 1969, pay to each employee an allowance equal to 01 cent per hour paid for every 0.6 increase in the index figure in excess of such percentage increase."

The study also indicates that a relatively small number of agreements contain compulsory union membership clauses; this can possibly be attributed to the widespread application of the Rand Formula in the establishments included in the study.

Containing 54 tables in addition to text, the study is now available for general distribution, and copies may be obtained on request from the Collective Bargaining Division, Canada Department of Labour, 340 Laurier Avenue West, Ottawa 4.



Relatively few agreements call for premium pay in recognitio work hazards unique to mining, although most have provis requiring safety programs.

The Need for Sophistication and Efficiency

Unions must become more sophisticated and efficient in the future if they are to go on properly representing their members, says Stanley Little, President of the 125,000-member Canadian Union of Public Employees. The current complexity of contract bargaining and the increasing expectations of union members for service "make it crucial that unions prepare for the future with more advanced techniques, highly trained staff and more modern methods."

Speaking to delegates attending CUPE's Ontario Division convention, he said that unions wanting to keep up with the times should:

- consider computerization of bargaining research material;
- provide university-equivalent upgrading of full-time union representatives;
- employ full-time experts in specialized fields such as pensions and job evaluation schemes; and
- provide much more extensive programs for educating rank-and-file members.

"The day when the union spokesman could just come to the bargaining table and haggle for contract improvements is long gone," said Mr. Little. "Today the union representative is expected to present researched arguments for every facet of bargaining. And that means material must be prepared by experts in such fields as pensions, job evaluation schemes, fringe benefit provisions and wages." He said that every full-time union representative will have to be trained to interpret, adapt and use complicated material prepared by expert technicians in union headquarters. "This in turn will mean that union members themselves will need to be much better informed and educated."

He said that CUPE hopes to prepare for the future by adoption of a two-year plan to be debated at the union's national convention in September. The plan calls for CUPE to:

- hire 15 more field representatives to service locals (there are now 76 representatives across Canada);
- hire five more research and job evaluation experts;
- expand educational courses for representatives and provide college scholarships;
- expand current legal and organizational departments;
- allocate funds to unionize more public employees; and
- computerize research and administrative operations.

The Ontario Government is more concerned about dogs than it is about people, Mr. Little said. During the public outcry over the bill to make more dogs available for research purposes the Government has shown a willingness to change its original position to cater somewhat to the wishes of dog-lovers, he said. "But on legislation that affects working people the Ontario Government has refused to do anything to guarantee that rights and benefits are protected."

He said he was referring to the Government's attitude on the takeover of assessment departments for municipalities. "The Government just announced dictatorially it was taking over the function of assessment from municipal governments. The fact that 2,500 municipal workers are going to lose many of the benefits they have won over the years, and take a cut in pay, hasn't even caused the provincial Government to utter one word of concern. Even when we ask for meetings to discuss the issue we are passed from one department to another without any satisfaction."

Mr. Little said that assessment workers will lose pay, be forced to work longer hours and will receive poorer fringe benefits as municipal employees. "And because they will become civil servants they will lose their right to belong to a union."

CUPE Aids OFL Publicity Drive

A total of $15,000 is being invested by the Canadian Union of Public Employees in a public relations campaign designed to acquaint the public with labour's position and fight the possible effects of the report submitted by the Rand Commission on Labour Disputes. The campaign is sponsored by the Ontario Federation of Labour and is "unlike anything the Federation has done before," a CUPE officer explained.

In his address to 300 delegates attending the 6th Annual Convention of the CUPE Ontario Division, the division's President, E. P. Huggett, said the program should improve "our image in the eyes of the general public and awaken our members to the dangers ahead . . ." Five thousand dollars of the amount comes from the division, the balance being paid by the union's national office, he said.

Turning to other matters the division president called on the delegates to increase their efforts directed at organizing the unorganized hospitals and homes for the aged in Ontario. "We know there are many just waiting to be asked to join CUPE," he said, but additional organizers were badly needed if the campaign was to succeed. Another matter of concern to the CUPE division is the provincial takeover of municipal employees such as jail guards and assessors who thereby lose the right to choose the union that is to represent them, Mr. Huggett said.

Employment Injuries in Canada in 1968

Among the employment injuries reported to the Workmen's Compensation Boards, the relation between temporary disability, permanent disability and fatality cases has remained relatively stable during the past decade but in 1968, the proportion of permanent disabilities did rise slightly as shown in Table 1.

Table 1

Averages for 1959-1968	Number	*Per Cent*
Fatalities	985	0.4
Permanent disabilities	10,132	4.5
Temporary disabilities	214,895	95.1
TOTAL	226,012	100.0

Figures for 1968	*Number*	*Per Cent*
Fatalities	1,016	0.4
Permanent disabilities	15,600	5.9
Temporary disabilities	248,406	93.7
TOTAL	265,022	100.0

During the past five years there has been an increase in the ratio of employment injuries* to the number of workers employed over the preceding 5-year period. The slight shift in proportion from temporary to permanent disability in 1967 and 1968 might be a reflection of the increased dangers of modern industrial processes.

The average ratio of the number of fatalities reported by the Workmen's Compensation Boards to the total num of fatalities compiled by the Econon and Research Branch of the Departm of Labour for the past 10-year per amounts to 83.6 per cent. This indic that 16.4 per cent of the total fatalities not covered by workmen's compensat legislation. This ratio is the only mean which an approximation of the grand t of employment injuries can be calcula . At the time of preparation of this rep certain fatalities had not yet been repo to the Department so the prelimir ratio for 1968 exceeds 100.

Furthermore, by relating the numbe temporary disability, permanent disab and fatality cases reported by the W men's Compensation Boards to the t number of workers employed, an appr imation can be made of the workm compensation settlement rates for th injuries. The increased rates for re years reflect the higher incidence of ployment injuries though it should noted that workmen's compensation erage is being expanded to include m and more workers.

In 1968, the preliminary total of ployment injuries, both fatal and nonf reported by the Workmen's Compensa Boards of the 10 provinces was 821, The final total for 1967 was 785, compared with the preliminary of 801,700.

The Canada Department of Lab received reports of a total of 914 emp ment fatalities that occurred in Car during 1968. The revised total for

*See Tables H-1 to H-9 on pages 425 to 438.

The non-fatal and fatal employment injuries covered in this review are those suffered by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths and other employment injuries resulting from industrial diseases.

Statistics on employment injuries are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of employment injuries that occur during the period under review is usually greater than indicated in the article and tables, but injuries that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

w: 1,156, approximately 7 per cent high- r than the preliminary total for that year reorted in the previous annual review (LG., July, 1968, p. 401).

n 1968 the number of reported fatalities in ll sectors, except public administration, w: lower than in 1967. The total of reorted fatalities showed a decrease of 20 per cent from the previous year, and w. 23.5 per cent lower than the 1959-198 average.

he proportion of fatalities by individ- ua industrial sectors, in relation to total fa lities in all sectors, did not vary to a gr t extent when compared to the aver- ags for 1959-1968. Exceptions to this uniformity are found in agriculture in wich the proportion of fatalities in 1968 w about half the average proportion ov the ten year period, and in the service industry, in which the 1968 proportion w about double the 1959-1968 average.

uring 1968, the construction, trans- pc ation, manufacturing and mining in- du ries together accounted for 68.5 per ce of the total number of fatalities; of th total, 191 occurred in construction, 16 in transportation, 148 in manufactur- ng and 120 in the mining industry. The re aining 31.5 per cent of the fatalities wc distributed in other industry divisions as ollows: forestry, 10.5 per cent; public ad inistration, 6.0 per cent; trade, 5.1 pe cent; service, 5.0 per cent; agriculture, 2.8 per cent and fishing, 2.1 per cent.

he Province of Ontario accounted for 33 per cent of the total number of fatalities, British Columbia for 23.0 per cent, and Alberta for 12.5 per cent.

An analysis by type of accident shows that the categories, caught in, on, or between; struck by different objects; falls and slips; and conflagrations; temperature extremes and explosions, accounted for over three quarters of the total fatalities. The remaining quarter of the fatalities recorded were divided between collisions; inhalations, absorptions, asphyxiations and industrial diseases; contact with electric current; miscellaneous type accidents; over-exertion and striking against or stepping on objects.

During 1968, 10 multifatality accidents brought death to 36 employees. Four fishermen were drowned when their vessel, the "Carolyn A", was wrecked on rocky shoals. Four construction workers lost their lives when their truck was hit by a train at a railway crossing and three other construction workers were killed when their overloaded truck broke through the ice on the Ottawa River. Nine deaths were the result of head-on collisions and persons losing control of their cars. Ten employees died in plane crashes. Three miners lost their lives when struck by a quarry car and three other miners were killed in a cave-in.

The 1968 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 1.77 for men and 0.01 for women. The fatality rates for the past eight years (figures for women in parentheses) are shown in Table 2.

This table shows that the male fatality rate has not changed significantly over the past eight years, and that the female rates were negligible.

As usual, workers employed in primary industries suffered a much higher proportion of fatal accidents than their numbers represent of total employment and the fatality rate (per 10,000 workers employed) is particularly high for miners and related workers (see Table H-8, p. 436). The next highest rate is for loggers and related workers, followed by fishermen, trappers and hunters.

Table 2

Year	*Fatalities*	*Workers Employed*	*Rate per 10,000 Workers Employed*
		(in thousands)	
1961	1,082 (10)	4,381 (1,674)	2.47 (0.02)
1962	1,128 (4)	4,488 (1,737)	2.51 (0.04)
1963	1,220 (7)	4,567 (1,808)	2.67 (0.07)
1964	1,314 (13)	4,698 (1,911)	2.80 (0.03)
1965	1,318 (6)	4,842 (2,020)	2.72 (0.04)
1966	1,227 (8)	4,983 (2,169)	2.46 (0.07)
1967	1,152 (4)	5,083 (2,296)	2.27 (0.04)
1968*	911 (3)	5,146 (2,391)	1.77 (0.01)

* Preliminary.

The employment injury statistics which the Department of Labour has been able to gather on a national basis reflect the need for increased attention to ways of reducing the cost, in lives and money, of industrial accidents in Canada.

Employment Review For April

Total employment increased more than seasonally between March and April. At 7,629,000, it had risen by 158,000. Unemployment decreased by 16,000 to 432,000, and the labour force, at 8,061,000, increased by 142,000, an above-average increase for this time of year. Compared with April 1968, the labour force increased by 349,000, or 4.5 per cent; employment showed a large gain of 353,000, or 4.9 per cent; and unemployment showed little change.

Employment

Non-farm employment increased by 103,000 between March and April. The largest gains were in manufacturing, 36,000, and transportation, communication and other utilities, 35,000, followed by community, business and personal service, 22,000, and construction, 20,000. Farm employment rose seasonally by 55,000.

Regionally, the largest increase in total employment, 50,000, took place in Quebec. There were smaller increases of 38,000 in Ontario, 29,000 in the Prairie region, 22,000 in British Columbia and 19,000 in the Atlantic region.

Compared with a year ago, all of the increase in employment, 353,000, occurred in non-farm industries. The largest increase was in community, business and personal service, 136,000, followed by manufacturing, 94,000; trade, 38,000; transportation, communication and other utilities, 35,000; public administration, 27,000; and construction, 20,000.

The year-over-year increase was shared by all regions. The increase in Ontario, 153,000, was the highest, followed by 78,000 in Quebec, 57,000 in British Columbia, 44,000 in the Prairies and 21,000 in the Atlantic region. The largest percentage was recorded in British Columbia.

Unemployment

Unemployment decreased by 16,000 between March and April, and was 4,000 lower than in April 1968. Of the 432,000 unemployed in April, 28 per cent had been unemployed for less than one month, 29 per cent for one to three months, and 43 per cent for four months or more.

Wage Schedules Prepared In March

During March, the Department of Labour prepared 288 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 179 contracts in these categories were awarded. In addition, 215 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Department of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	101	$7,757,867.00
Post Office	18	489,262.78
Public Works	1	27,776.00
R.C.M.P.	7	539,708.76

During March, the sum of $5,399.50 was collected from 13 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 122 workers concerned.

Unemployment Insurance Fund

During March, 43,535 investigatio for unemployment insurance benefit co trol were completed across Canada. these, 38,726 were investigations co ducted on premises and 1,856 w selective investigations of claims to ver the fulfilment of statutory conditions. T remaining 912 formal investigations a 2,041 post audit investigations were connection with claimants suspected making false statements to obtain benef Punitive disqualifications as a result claimants making false statements or m representations numbered 1,660. Prose tions were commenced in 204 cases, th against employers, three against othe and 198 against claimants. This does r include employer prosecutions comm ced by the Revenue Branch and does n necessarily relate to the investigatio conducted during this period.

Revenue received by the Unemplo ment Insurance Fund in March totall $48,749,078.68 compared with $49,85 946.12 in February and $37,764,914.55 March 1968. Benefits paid in Mar totalled $66,440,570.04 compared w $67,393,893.92 in February and $63,65 742.95 in March 1968. The balance in Fund on March 31, 1969 was $382,63 687.36 compared with $400,330,178.72 the end of February and $302,652,438 on March 31, 1968.

anagement Philosophies

Why is it? One company's policy encurages enlightened labour relations. The rarchy of another company sets a ttern of chippy mistrust.

How important is the company philosony? How important is it in terms of industrial relations? Philip Lococo, a rsonnel manager and former president a local of the International Chemical rkers' Union, considers a company's ilosophy the cornerstone of unionnagement relations.

"If the thinking up above is right, the nces of meaningful relations are good. t's wrong . . . well, let's hope someone s through and wakens up manageent," says Mr. Lococo, Personnel nager, The Norton Company, Chippa, Ont.

A company personnel or industrial rtions manager is usually reflecting icies handed down from above "and it not always in the province of the rsonnel manager to change those polics no matter how bad they are," Mr. coco says.

Some companies advocate a tough icy toward their union. Others show re understanding. Certainly we would ver have reached a state of mutual rect here at Norton if the company had the wrong policy."

When the company does have an enlightened policy, it is important that the rsonnel manager make it work. "If he n't handle his job, there will be trouble, matter how commendable the company icy."

Union management relations rest on a fine balance, according to Mr. Lococo. "It kes a hell of a long time to gain the nfidence of the union, and it's a delicate thing when you obtain it. The company st maintain an attitude toward the ion that: 'If we're wrong, okay we'll rrect it, and if you're wrong we expect the same from you.' "

Another company, Marine Industries Ltd. of Sorel, Que., sets down its labour relations policy in a management document. The document was drafted by Jacques Villeneuve, Vice-President, Personnel, and approved by the company President, Gérard Filion, to reflect its attitude toward the unions, *Syndicat National des Chantiers Maritimes de Sorel (CTU)* and *Syndicat National des Employés de Bureau des Chantiers Maritimes de Sorel (CNTU)*.

Commenting on the document, Harry J. Waisglass, Director-General of Research and Development, Canada Department of Labour, said: "It is a first-class articulation of philosophy for modern management. I can accept it as reflecting a progressive and sound management attitude."

The Marine Industries document is reprinted below.

Foreword

Unions have a great influence in the life of an undertaking, by bargaining collectively on such basic matters as wages, fringe benefits, management rights, safety, etc., and by discussing frequently with the Heads of Departments on general working conditions. A progressive firm must therefore take this influence into consideration and define its attitude towards the unions.

Right of organization

Legislation gives workers the right to belong to the union of their choice and take part in its management. There can be no question of the Company disputing such a basic right. It accepts it as a social reality and a necessity of modern times. It will co-operate with any union representing the majority of its employees.

Role of trade unionism

Moreover, the Company agrees that the union plays a major role in contemporary society by its actions in the fields of social legislation, education, economic growth, culture, etc. In this way, they influence the development of society in the present-day world. The Company thus stands ready to start an intelligent and fruitful dialogue with its unions.

Importance of an open dialogue

The dialogue must tend to create a climate of mutual understanding and establish between the two parties relations profitable to both the Company and its employees. This climate of understanding must be expressed in daily contacts between Personnel Management and Heads of Departments on the one hand, and the union representatives and employees on the other hand.

Attitude of company representatives

The Company representatives must be fair and understanding for their employees, but energetic in the drafting and the enforcement of their instructions.

Labour-Management Consultation Branch

Jacques Villeneuve

Adjustment to change

It is obvious that in the years to come new methods of production will affect the nature of jobs, the degree of education of workers, the vocational training methods, the pay systems, etc. The Company and the unions must adjust to these technological changes in order to benefit from them as much as possible.

Criteria of maturity in labour-management relations

1) The Company believes that the first criterion of maturity in industrial relations is the sense of realities. An undertaking cannot grant all union requests without jeopardizing its financial solidity, neither can it reject, on the other hand, the reasonable requests. Both parties must be realistic by accepting each other as they are and by acknowledging their similarities as well as their differences of opinions and interests.

2) The second criterion is the firm desire of both parties to settle their differences according to the spirit of the collective agreement rather than by the strict and legal observance of the terms; as shown by experience, the latter attitude creates a perpetual tension.

3) The third criterion is the respect of the other's opinion. Truth and equity are not the monopoly of one part only. Each one must try to see and understand the other's opinion in an atmosphere of relaxation.

Rights and obligations of the employees

The Company agrees that the employees have the right to participate in its economic growth, since they contribute to it through their work and their ideas. However, they also have the obligation to do a good day's work, to respect the property of the undertaking and to help it build an efficient organization where there exists a true spirit of teamwork. Only at this price can both parties progress.

Unemployment Insurance Report — February

There were 631,000 claimants for regular and seasonal unemployment insurance benefit on February 28. This was 15,000 or 2 per cent more than the 616,000 recorded on January 31. The number of claimants for seasonal benefit rose by 33,000 to 156,000, and claimants for regular benefit decreased by 18,000 to 475,000.

More than two thirds of the claimants had been on claim for more than four weeks. This proportion was 55 per cent at the end of the last month, and 41 per cent at the end of December 1968. Males, who comprised more than 70 per cent of the claimants, accounted for less than half of those who had been on claim for more than 26 weeks.

There were 28,000 fewer claimants at the end of February this year than the 659,000 recorded a year ago. A reduction of 31,000 males was partially offset by an increase of 3,000 females.

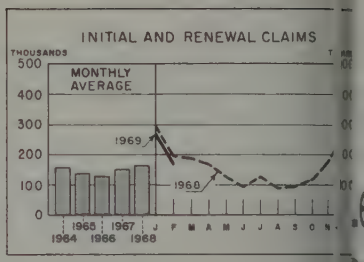
A total of 169,000 initial and renewal claims for benefit were filed in local offices across Canada during February. This was 37 per cent fewer than the 267,000 filed in January, and 15 per cent fewer than the 198,000 filed in February 1968. Seventy-six per cent of the February claims were received from persons separating from employment during the month. This proportion was 82 per cent last month and 80 per cent in February 1968.

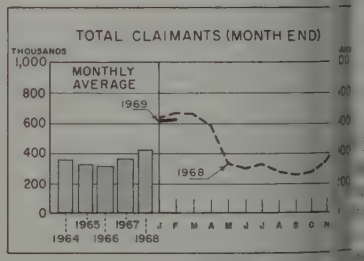
The average weekly number of beneficiaries was estimated at 536,000 during February, 502,000 in January, and 558,000 in February 1968. Benefit payments amounted to $67.4 million in February, $61.2 million in January, and $59.5 million in February 1968. The average weekly benefit payments for the three dates under consideration were $31.42, $30.50 and $26.67.

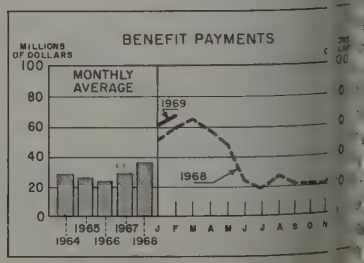
British Columbia was the only province that did not share in the increase of claimants since January 31. In that province, the number of male claimants declined by 5,000. The bulk of the increase for both male and female claimants occurred in Ontario.

Compared with the end of February 1968, the claimant count was lower in all provinces east of Saskatchewan. In the three western provinces, increases in the number of male claimants were mainly responsible for the higher claimant count.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."







Unemployment Insurance and Manpower Section, Dominion Bureau of Statistics

Summary Table

Activity	*Feb. 1969*	*Jan. 1969*	*Feb. 1968*	*Cumulative Data: Jan. to Feb. 1969*	*Cumulative Data: 12 months ending Feb. 1969*
		(in thousands)			
Insured population as at month end..	—	5,434	4,864	—	—
Initial and renewal claims filed					
Total	169	267	198	436	1,870
Initial	135	210	151	345	1,394
Renewal	34	57	47	91	476
Claimants currently reporting to local offices	631	616	659	623*	419*
Regular benefit	475	493	509		
Seasonal benefit	156	123	150		
Fishing	24	25	24		
Beneficiaries (weekly average)	536	502	558	519*	321*
Weeks compensated	2,145	2,008	2,233	4,152	16,503
Benefit paid	$67,394	$61,239	$59,548	$128,633	$456,449
Average weekly benefit	$31.42	$30.50	$26.67	$30.98	$27.66

* Monthly average.

Legal Decisions

The Ontario Court of Appeal has ruled that continuance of employment is not sufficient consideration for entering a restrictive covenant.

Legislation Branch

THE ONTARIO Court of Appeal decided on October 18, 1968 that, when a collective agreement provides for the discharge of an employee for just cause only, the continuance of employment by the employer is not consideration in return for a covenant by an employee not to solicit the employer's customers for a twelve-month period after the termination of employment. A collective agreement leaves no room for private negotiations of this sort; by retaining the employee the employer did no more than fulfil the existing agreement.

Restrictive Covenant

A driver-salesman, who was employed by a catering company to dispense food products within a certain sales territory of Toronto, entered a restrictive covenant with the company in December 1965. Under the covenant he was bound, during and for twelve months after his term of employment, not to assist in introducing others to the company's customers, to disclose the names and addresses of the customers or to work as a driver-salesman or supervisor for himself or any other person carrying on a business similar to that of the company in the same sales territory. The driver-salesman left the service of the company in January, 1967; he immediately began to work in the same territory as a driver-salesman for a competitor of his former employer.

After a trial of the matter, a court order was issued restraining the driver-salesman from doing what he had bound himself not to do under the restrictive covenant. The driver-salesman appealed from this decision on the ground that the trial judge, having held that continuance of employment was sufficient consideration in return or entering the covenant, had erred. Mr. Justice Shroeder, speaking for the Ontario Court of Appeal, said that there exists undoubted authority for the proposition that, in some circumstances, continuance of employment can be valid consideration in return for entering a restrictive covenant. The vital question was whether this was so in the case at bar.

In the collective agreement that covered the driver-salesman, there was no provision requiring employees to subscribe to the terms of a restrictive covenant regarding the soliciting of the company's customers during or after the term of employment. From the evidence it appeared that only thirty-three of forty-one employees did so covenant. Those who declined were maintained in their employment; moreover, the vice-president of the company stated at the trial that, if the driver-salesman who was involved in the case at bar had not signed the covenant, he would have been able to continue working.

Paquet Case

In the case of *Syndicat Catholique des Employés de Magasins de Québec Inc. v. Cie. Paquet Ltée.* (L. G. 1959, p. 286), the Supreme Court of Canada defined the legal relationship between employers and employees who have set out their mutual rights and obligations in the terms of a collective agreement. The union was found to be the representative of all the employees in a unit for the purpose of negotiating the collective agreement. Given this, the Supreme Court of Canada said that there was "no room left for private negotiations between employer and employee. Certainly, to the extent of the matters covered by the collective agreement, freedom of contract between master and individual servant is abrogated."

In the case at bar it was found that the right to discharge an employee was inextricably bound up with the right of a dismissed employee to resort to grievance procedure and arbitration, as provided in the collective agreement. There being no mention of the restrictive covenant in the collective agreement, the company would not have had just cause to discharge the driver-salesman had he refused to sign the covenent. By retaining the driver-salesman in its employ, the company was doing no more than fulfilling the existing collective agreement with the union that represented the driver-salesman. The consideration of continuance of employment in return for signing the restrictive covenant was unreal and invalid. A promise to do what the promisor is bound to do under an existing contract cannot be consideration; if a person gets nothing in return for his promise but that to which he is already legally entitled, the so-called consideration is not genuine and is not sufficient to support a contract.

Company's Action Dismissed

The Ontario Court of Appeal allowed the appeal of the driver-salesman. The decision of the court below to restrain the driver-salesman from soliciting customers of the company was set aside and a judgment dismissing the company's action against him was substituted. *K. M. A. Caterers Ltd. v. Howie* (1969) 1 D.L.R. (3d) Part 7, p. 558; 69 CLLC, para. 14,160.

Decisions of the Umpire

CUB 2811

A claimant last employed as an assembler of farm implements had been off work because of a leg injury. When he filed an application for benefit, he had a cast on his leg and stated that, due to the company's safety policy, he could not return to work until the cast was removed.

A week later, the claimant notified the local office that he had started to work on a part-time basis as a real estate salesman, was paid on commission but had not yet received any earnings. He added that he would probably work 15 to 20 hours a week, mostly during the evening, and would be willing to work an eight-hour day shift. The claim was allowed subject to a report of his earnings.

Next month, the insurance officer notified the claimant that he was disqualified from receiving benefit because he was "working as a real estate salesman and have not proved that you are unemployed." The insurance officer commented in his submission to the board of referees: "It is an offence against the Real Estate Act of the province to accept any other employment while in possession of a salesman's licence issued for any place with a population over 5,000. In addition, the claimant would be considered to be in control of his hours of work. The insurance officer decided that the claimant was not unemployed. But because of an error on the part of the commission in not disqualifying the claimant when he first made application, this disqualification was made in effect after four weeks rather than at the beginning."

The claimant appealed to the board of referees, stating, "I went up to the Canada Manpower Centre five or six months ago and they had nothing to offer me and since then have never offered me nothing." He notified the local office that he would be willing to accept work immediately from 8 to 5 and added that he had always been available for work. A month later, he had quit his real estate job and was now available for full-time work.

The board of referees heard the case shortly after this. By a majority decision, it decided to maintain the disqualification during the interval until the claimant had returned to work. The claimant appealed the decision to the umpire on the grounds that:

- the board of referees ignored certain important principles;
- it ignored Regulation 154 under the Act, among other statutory requirements; and
- the claimant did not get a fair hearing.

At the hearing by the umpire, the umpire's consideration and conclusions dealt with whether the claimant was "u employed" within the meaning of the Act during the perio in question. The umpire noted it was undisputed that duri the period, the claimant was a licensed real estate salesma who had control of his hours of work. The claimant said was willing to accept work immediately from 8 to 5. "TH latter statement," said the umpire, "indicates that he w willing to take other suitable work—but that relates to h availability for employment and does not afford an answ to the question whether he was at that time employed or u employed within the meaning of the Act; for a person ma even while employed, be willing to change his employment a take other employment and hold himself out as available f other employment."

Regulation 154 under the Act considers a person u employed if his employment "is so minor in extent that person would not, under the circumstances, normally follo it as a principal of livelihood." The umpire did not agree th this applied to the claimant and he therefore found that t majority of the board of referees concluded correctly that t claimant was not unemployed within the meaning of the A during the period in question.

"One of the objections," said the umpire, "was to the effe that the claimant was not given a fair hearing. This is the fi time, in the appeals I have heard, that such complaint is on t record. I mention it here because it was formally put forwa in this appeal. However, I do not need to look into that co plaint or call upon the board for a statement. In contentic and argumentative cases, there may well be a feeling of d satisfaction and of unfair treatment on the part of an u successful claimant, but in my experience boards of refere have consistently given fair hearings, as they should do."

The umpire was unable to agree with the claimant's o jection that the insurance officer, having allowed a claim benefit, could not subsequently disqualify the claimant the same facts or without new facts. In addition, he found th the notice of disqualification did specify the Regulation un which the disqualification was made. The board consider Regulation 154, because its decision mentions that the claima was in the position of controlling his working hours, which one of the matters set out in Regulation 154. For these reaso the appeal was dismissed.

Railway Arbitration

Cases 146 and 147

Two disputes, concerning the operation of self-propelled equipment, and a time claim, were dealt with by the Canadian Railway Office of Arbitration in Montreal on April 8, 1969. Grievances were dismissed in both cases.

CASE NO. 146

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over the use and operation of self-propelled equipment.

The brotherhood claimed that the use of Kœhring rail aid in ditching operations violated the collective agreement. An article in the agreement says that with the exception of off-track equipment, all self-propelled equipment operating on the main track outside yard limits "shall have a conductor in charge." The article noted that when the rail aid is operated with no cars involved, as is the case when it is used as a ditcher for casting over, it is then considered as off-track equipment.

The grievance arose when the rail aid was used together with an accessory car used as a hopper for waste material. The arbitrator said that the accessory car in question is "quite distinct from the ordinary rolling stock of the company, and could not be confused with a regular dump car or gondola." This accessory cannot in normal conditions be coupled onto other cars and is not included in the consist of any train and it is cleared from the track by the rail aid itself. The equipment used in this operation can be taken off the track in a short time and there is no need to use a siding to clear the track.

The brotherhood contended that because a "car" was involved, a conductor was needed. The arbitrator said that the car used is not a car in the sense in which the word is used in the agreement. He found that the rail aid and the accessory car were being used "in precisely the manner contemplated" by the agreement, and he dismissed the grievance.

CASE NO. 147

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over a claim by a crew for a minimum day at yard rates.

The crew started work at 6 a.m. and arrived at their destination at 12:15 p.m. The train had 34 cars and a caboose. The conductor was told to store the train by placing 27 cars on one track and the remaining cars on another track. The instructions were carried out and the crew went off duty at 13:25 p.m. The conductor submitted a time return for himself and the crew, claiming a minimum day at yard rates.

Final terminal time was payable from 12:15 and the collective agreement says that trainmen will be paid final terminal time including switching, on minute basis at pro rata rate from the time the locomotive reaches the designated point at the final terminal, and that time "shall continue until released from duty." The arbitrator found that the crew did place 27 cars on one track, but did not place the rest of the cars on another track. The latter was done by another crew. The conductor submitted a time claim that included a claim for one hour and ten minutes of final terminal time. This claim was paid. But the conductor subsequently submitted an additional time claim from 12:15 to 12:45 when he and his crew switched the 27 cars. For this work, he sought a minimum day's pay at yard rates, arguing that the crew in effect had been given a new assignment as a yard crew.

The arbitrator concluded that the automatic terminal release clause in the collective agreement does not "require that the grievors be paid for the work in question as though they had become a yard crew. The work related entirely to their own train." It was "final terminal time, including switching." The grievors were properly paid for this work, the arbitrator said. He dismissed the grievance.

Certification

Before the CLR

The Canada Labour Relations Board met for three days during April. It granted five applications for certification, ordered one representation vote and granted two requests for the review of earlier decisions. During the month, the Board received ten applications for certification and allowed the withdrawal of one such application.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and mechanics employed by Kent Driver Services Limited, Merlin, Ont. (L. G., May, p. 284). Certain employees of the company had intervened (Reasons for Judgment issued*).

2. Office and Technical Employees Union, Local 15, Office and Professional Employees International Union on behalf of a unit of office and clerical personnel employed at Cranbrook, B.C. by Millar & Brown Ltd., Cranbrook, B.C. (L. G., May, p. 284). Certain employees had intervened.

3. Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union on behalf of a unit of office personnel employed by Empire Shipping Company Limited, Vancouver, B.C. (L. G., June, p. 345).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of boilermaker journeymen and boilermaker foremen employed in the Yukon Territory by The Ralph M. Parsons Construction Co. of Canada Ltd., Toronto, Ont. (L. G., June, p. 345).

5. Berjian Enterprises Employees Union on behalf of a unit of employees of Berjian Enterprises Ltd., Regina, Sask. (L. G., June, p. 345).

Representation Vote Ordered

1. International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators of the United States and Canada, applicant, National Association of Broadcast Employees and Technicians, applicant and intervener, and Radio Atlantic Limited, Fredericton, N.B., respondent (radio station CFNB) (L. G., May, p. 284). The Board directed that the names of both applicants appear on the ballot.

Requests for Review Under Section 61 (2)

1. The Board granted a joint request by the International Association of Machinists and Aerospace Workers and the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., for the amendment of an order of the Board ma December 18, 1961, which certified the union as bargaini agent of a unit of employees with the company's Cateri Department (L. G., June, p. 345). The unit was enlarged include the classification of Chef in certain kitchens.

2. The Board received and granted a joint request by t International Association of Machinists and Aerospa Workers and the Quebec North Shore and Labrador Railw Company, Sept-Iles, Que., which sought the amendment an order of the Board made March 24, 1965, as amend July 23, 1968, which certified the union as bargaining ag for a unit of employees in the company's Engineering a Maintenance of Way Departments (L. G. 1965, p. 422) (L. Oct. 1968, p. 595). The Board granted a request that the barga ing unit be enlarged by the addition of certain Cateri Department office and clerical employees.

Applications for Certification Received

1. Chauffeurs, Teamsters and Helpers, Local 395, Int national Brotherhood of Teamsters, Chauffeurs, Warehou men and Helpers of America on behalf of a unit of tr drivers employed by Heinrichs Bros. Holding Co. L operating under the trade name of Heinrichs Bros. Transp Co., Swift Current, Sask. (See also Applications for Certifi tion Withdrawn, below).

2. United Steelworkers of America on behalf of a unit employees of Agnew Lake Mines Limited, Espanola, O (Investigating Officer: K. Hulse).

3. Public Service Alliance of Canada on behalf of a unit employees of The Royal Canadian Mint, Ottawa, O (Investigating Officer: J. Coallier).

4. Truckers, Cartagemen, Construction and Build Material Employees, Local 362, International Brotherhood Teamsters, Chauffeurs, Warehousemen and Helpers America on behalf of a unit of truck drivers employed Richardson Transport Ltd., Calgary, Alta. (Investigat Officer: D. H. Cameron).

5. Beverage Dispensers and Culinary Workers Uni Local 835, on behalf of a unit of tavern employees emplo by Edgewater Hotel (Tavern) White Pass Hotels Limit Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

6. Air Line Employees Association, International, behalf of a unit of employees of North Central Airlines, I Minneapolis, Minnesota, U.S.A., employed at various o and airport locations in Canada (Investigating Offic K. Hulse).

7. *Le Syndicat général du cinéma et de la télévision* (C (Section Radio-Canada) on behalf of a unit of employees *Les Services Ménagers Roy Ltée*, Montreal, Que., engaged the performance of a contract for service with the Canad

* Full text appears in Supplement No. 4, 1969.

roadcasting Corporation. (Investigating Officer: G. R. oucet).

8. National Association of Broadcast Employees and echnicians on behalf of a unit of employees of Moncton roadcasting Limited, Moncton, N.B., employed in radio, evision and transmitter stations at various locations in ew Brunswick (Investigating Officer: C. A. Ogden).

9. International Association of Machinists and Aerospace orkers on behalf of a unit of office and clerical employees of stern Provincial Airways (1963) Limited, Gander, Nfld. nvestigating Officer: W. J. Gillies).

10. Canadian Telecommunications Union, Division No. 43, nited Telegraph Workers on behalf of a unit of certain erators and agents employed in telegraph offices by Canadian National Railways (Telecommunications Department) (Investigating Officer: H. A. Fisher).

Applications for Certification Withdrawn

Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Heinrichs Bros. Holding Co. Ltd., operating under the trade name of Heinrichs Bros. Transport Co., Swift Current, Sask., (See Item 1, Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation

Before the Minister of Labour

During April, the Minister of Labour appointed conciliation icers to deal with the following disputes:

1. Atomic Energy of Canada Limited (Commercial Prodcts Division) Ottawa, Ont., and the Ottawa Atomic orkers Union, Local 1541, CLC (Conciliation Officer: B. McRae).

2. British Columbia Television Broadcasting System Limited HAN-TV), Vancouver, and National Association of oadcast Employees and Technicians (Conciliation Officer: H. Cameron).

3. Aqua Transportation Limited, Vancouver, B.C., and the nadian Merchant Service Guild (Conciliation Officer: S. Tysoe).

4. McAllister Towing Limited, Montreal, and Seafarers' ternational Union of Canada (Conciliation Officer: S. T. yne).

5. Atomic Energy of Canada Limited, Chalk River, and omic Energy Allied Council, AFL-CIO and CLC (Conciliaon Officer: T. B. McRae).

6. Northern Industrial Carriers Ltd., Edmonton, and cal 362, Truckers, Cartagemen, Construction and Building terial Employees. (Conciliation Officer: D. H. Cameron).

7. Quebec North Shore and Labrador Railway Company, ot-Iles, Que., and the Brotherhood of Railroad Trainmen (United Transportation Union) (Conciliation Officer: G. R. Doucet).

8. Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX, Sydney, N.S.) and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden).

9. Clarke Steamship Company Limited, Eastern Canada Stevedoring (1963) Limited, Agence Maritime Inc., and Local 5197, United Steelworkers of America (Conciliation Officer: G. R. Doucet).

10. Upper Lake Shipping Ltd., Grain Elevator Division, Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: H. A. Fisher).

11. The Goderich Elevator and Transit Company Limited, and Federal Union 23736, CLC (Conciliation Officer: H. A. Fisher).

Settlements by Conciliation Officers

1. Robin Hood Flour Mills Limited, Saskatoon, Sask., and Local 342, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel) (L. G., June, p. 346).

2. Millar and Brown Limited, Cranbrook, B.C., and Local 15, Office and Technical Employees Union (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

3. National Harbours Board, Quebec Harbour, and

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Doucet) (L. G., June, p. 346).

4. Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (I.R.F. Pilots) (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 283).

5. Abitibi Provincial Inc., Val D'Or, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: S. T. Payne) (L. G., May, p. 283).

6. National Harbours Board, and Public Service Alliance of Canada (Police Association Group, Halifax, N.S., and Saint John, N.B.) (Conciliation Officer: C. A. Ogden) (L. G., May, p. 283).

Conciliation Boards Appointed

1. C. J. C. H. Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (L. G., June, p. 346).

2. Baton Broadcasting Limited, CFTO-TV, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (L. G., May, p. 283).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (L. G., June, p. 347) was fully constituted in April with the appointment of J. B. Metzler of Toronto, as Chairman. Mr. Metzler was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David Churchill-Smith, Toronto, and union nominee William Walsh, Hamilton.

2. The Board of Conciliation and Investigation established in March to deal with a dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (Plant Division) (L. G., June, p. 347) was fully constituted in April with the appointment of Professor Joseph C. Smith of the Faculty of Law of the University of British Columbia, as Chairman. Professor Smith was appointed by the Minister on the joint recommendation of the other two members of the board, company nominee George S. Cumming, Vancouver, and union nominee D. D. Stupich, Nanaimo.

3. The Board of Conciliation and Investigation established in March to deal with a dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (Traffic Division) (L. G., June, p. 347) was fully constituted in April with the appointment of Professor Joseph C. Smith of the Faculty of Law of the University of British Columbia, as Chairman. Professor Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George S. Cumming, Vancouver, and union nominee D. D. Stupich, Nanaimo.

4. The Board of Conciliation and Investigation established in March to deal with a dispute between the British Columbi Telephone Company and the Federation of Telephone Wor ers of British Columbia (Clerical Division) (L. G., June, 347) was fully constitited in April with the appointment Professor Joseph C. Smith of the Faculty of Law of t University of British Columbia, as Chairman. Professor Smi was appointed by the Minister on the joint recommendation the other two members of the Board, company nomin George S. Cumming and union nominee M. J. Alton, bo of Vancouver.

5. The Board of Conciliation and Investigation establishe in March to deal with a dispute between the Quebec Nor Shore and Labrador Railway Company, Sept-Iles, Que., an Local 96, Brotherhood of Maintenance of Way Employe (L. G., June, p. 347) was fully constituted in April with t appointment of Judge Paul A. Péloquin, Court of the Sessio of Peace, Sorel, Que., as Chairman. Judge Péloquin w appointed by the Minister on the joint recommendation of t other two members of the board, company nominee Paul Renault, Q.C., and union nominee Jacques Chaloult, both Montreal.

Board Report Received

McKee Moving and Storage Company Ltd., Saskatoo Sask., and Local 395, International Brotherhood of Tea sters, Chauffeurs, Warehousemen and Helpers of Ameri (L. G., May, p. 283*).

Conciliation Boards not Appointed

1. Veteran Transfer Ltd., Edmonton, Alta., and Local 3 Truckers, Cartagemen, Construction and Building Materi Employees (L. G., June, p. 346).

2. Lakehead Freightways Limited, Port Arthur, Ont., a Locals 938, 979 and 990, International Brotherhood of Tea sters, Chauffeurs, Warehousemen and Helpers of Ameri (L. G., March, p. 176).

Settlement by Conciliation Board

Shipping Federation of Canada, Inc., Montreal, P.Q., a Locals 375, 1552, 1657, Montreal; 1846, Trois-Rivières; 16 and 1739, Quebec City, of the International Longshoremer Association (mediation provided by Judge Alan B. Gold a Hon. Bryce Mackasey) (L. G., June 1968, p. 344).

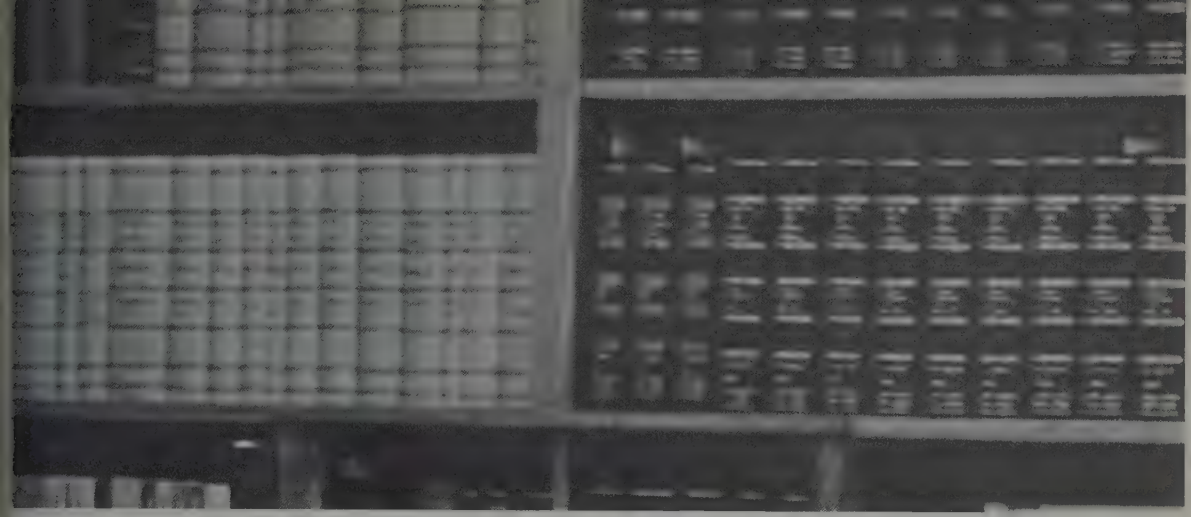
Strike Action

1. Air Canada, Montreal, and District Lodge 148, Int national Association of Machinists and Aerospace Worke (Strike began April 21) (L. G., June, p. 347).

2. Lakehead Freightways Limited, Port Arthur, Ont., a Locals 938, 979 and 990, International Brotherhood of Tea sters, Chauffeurs, Warehousemen and Helpers of Ameri (Strike began February 20) (See above).

*Full text published in Supplement No. 3, 1969.

This section covers proceedings under the Industrial Relations and Disp Investigation Act involving the administrative services of the Minister of Lab and the Conciliation and Arbitration Branch of the Department.



Publications

In the Library

List No. 244

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Automation

1. MANITOBA CONFERENCE ON TECHNOLOGICAL CHANGE, WINNIPEG, 1968. *Automation and the individual; proceedings of the Manitoba Conference on Technological Change sponsored by the Manitoba Labour-Management Review Committee in co-operation with the Religion, Labour, Business and Professional Council of Greater Winnipeg, March 6 and 7th, 1968, Winnipeg, Manitoba.* [Winnipeg, Manitoba Labour-Management Review Committee? 1968]. v, 107 p.

H. D. Woods, chairman.

Partial Contents: Technological change in contemporary society, by John Dunlop. Change in the Manitoba economy, by H. C. Pentland. Technological change and collective bargaining, by Arthur Kruger. Human responses to technological and other industrial change, by J. J. Loubser. Existing policies and programs of Government: Federal, by W. R. Dimond; Provincial, by B. Scott Bateman. The role of Government, by John Crispo. Discussion by John Bulman and William Dodge.

2. SIEGMAN, JACOB. *White collar automation: a study in technological and social change.* Ann Arbor, Mich., University Microfilms, 1968. viii, 258 p.

Thesis (Ph.D.) — University of Illinois, 1967.

This study deals with the introduction of an IBM computer into the accounting section of a civil service office that processed tax returns, and the effect of automation on the section employees.

Collective Bargaining

3. CULLEN, DONALD EUGENE. *Management rights and collective bargaining: can both survive?* By Donald E. Cullen and Marcia L. Greenbaum. Ithaca, New York State School of Industrial and Labour Relations, Cornell University, 1966. vii, 63 p.

A review of the involved question of management rights.

4. HENSON, GUY. *The Nova Scotia labour-management agreements; a paper prepared for the Annual conference, Institute of Public Administration of Canada, September, 1968.* Halifax, Institute of Public Affairs, Dalhousie University, 1968. 64 p.

5. McGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Emerging sectors of collective bargaining. Eighteenth annual conference, April 2 and 3, 1968.* [Paul Weinberg, ed. Montreal, 1968]. 120 p.

Contents: The dilemma of the employee in the emerging sectors [by] Robert Sauvé. The white collar outlook: Canada and the United States, comparative reflections [by] Everett Kassalow. The professional and collective bargaining. Modera-

tor: Saul Frankel; Panel: Yvan Brunet [and others]. A new approach to labour relations in the Public Service [by] Arvid Anderson. Labour-management relations in the Public Service sector. Moderator: Sydney Ingerman; Panel: Francis Eady [and others]. Collective bargaining in the hospitals. Moderator: Perry Meyer; Panel: André Chagnon [and others].

6. RAUSCH, ERWIN. *Collective bargaining; a didactic game*. Chicago, Science Research Associates [c1968]. 46 p.
A programmed instruction book.

7. RUBIN, RICHARD S. *A summary of State collective bargaining law in public employment*. [Ithaca, Public Service Training Program, New York State School of Industrial and Labor Relations, Cornell University, 1968]. 52 p.

Industry

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Leasing in industry*, by Henry G. Hamel. New York, c1968. 111 p.
Presents a critical appraisal of industrial leasing, based on experiences of about 300 lessees and lessors. Contents: Significance and growth of leasing. Advantages and disadvantages of leasing. Professional lessors. Negotiating a lease and selecting a lessor. Evaluating the lease proposal. Reporting leases in financial statements. Includes case studies.

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Organizing for exporting*, by James Greene. New York, 1968. 64 p.
Summarizes the export practices of more than 160 companies which sell in foreign markets.

10. SAFARIAN, ALBERT EDWARD. *Foreign ownership of Canadian industry*. Toronto, McGraw-Hill Co. of Canada [1967, c1966]. xiv, 346 p.
"The objective of this study is to attempt to establish data on the characteristics of those Canadian firms which are owned by non-residents, and to analyse some of the consequences with respect to the structure and development of the Canadian economy. Particular attention will be given to some basic economic characteristics of the firms; to the organizational framework of the companies involved, including the nature of senior personnel and the relationship with affiliates abroad; to export and import policies and results; to research and development; and to some aspects of financial operations."

Labour Organization

11. BLACKBURN, ROBIN, ED. *The incompatibles: trade union militancy and the consensus*, edited by Robin Blackburn and Alexander Cockburn. Harmondsworth, Eng., Penguin in association with 'New Left Review,' 1967. 281 p.
An appraisal of British trade unions today and of the relationship between the unions and the British Labour Party.

12. NATIONAL MARITIME UNION OF AMERICA. *On a true course; the story of the National Maritime Union AFL-CIO*. [Washington, 1967]. 162 p.
Written by Bernard Raskin.
A picture-history of the union.

13. RAO, AJJARAPU VENKATA RAMAN. *Indian trade unions*. Honolulu, University of Hawaii, Industrial Relations Center, 1967. 98 p.
Contents: Evolution trends. Growth, constitution, structure, finance, politics, and policies. Relations with the World Federation of Trade Unions and the International Confederation of Free Trade Unions. Labour-management relations. The State in relation to labour.

14. [REGIONAL TRADE UNION SEMINAR ON THE ROLE OF TRADE UNIONS IN HOUSING, HAMBURG, 1967]. *The role of trade unions in housing; [regional trade union seminar] Hamburg, 17th-19th January 1967. Final report*. Paris, Manpower and Social Affairs Directorate [OECD], 1968. 207 p.
Supplement to the final report. Paris, 1967. 94 p. 27 cm. tables.
The Final report presents a summary of the conference on particular aspects: land, finance, manpower, and economic stability. The Supplement contains six national reports for Austria, Germany, the Netherlands, Norway, Sweden, and the United Kingdom. The country papers deal with such matters as existing housing stock and rates of construction, systems of financing, land policy, methods of increasing capacity, manpower aspects, trade union participation, but these are treated in terms of national experience, approaches and failings.

Labour Supply

15. BURT, SAMUEL M. *Toward greater industry and government involvement in manpower development*, by Samuel M. Burt and Herbert E. Striner. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. 21 p.
Considers the problems involved in hiring and training the hard-core unemployed.

16. JOHNSTON, THOMAS LOTHIAN. *Short-run adjustment measures*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. 20 p.
"A paper given at the OECD International Conference on 'Employment Stabilization in a Growth Economy' held in Munich in October 1967."

17. U.S. DEPARTMENT OF LABOUR. MANPOWER ADMINISTRATION. *Work force adjustments in private industry — their implications for manpower policy*. Washington, GPO, 1968. 130 p.
Part 1 consists of the proceedings of a conference while Part 2 consists of a report on which the conference discussion was based.
The report is a summary of two doctoral dissertations: *The theory of internal labor markets*, by Peter B. Doeringer and, *Technological change and structural imbalances in the labor market*, by Michael J. Piore.

Labouring Classes

18. FINE, SIDNEY A. *Use of the Dictionary of Occupational Titles to estimate educational investment*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. [363] 375 p.
The author describes how researchers concerned with general and specific education and training can use the supplement to the *Dictionary of occupational titles* (3rd ed.) title *Selected characteristics of occupations (physical demands, working conditions, training time), 1966*.

19. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT OFFICE. *A study of labour turnover*. [London, 1968]. 37 p.
"This study was undertaken for the [Economic Development Committee for Food Manufacturing] by Mr. J. M. M. Hill of the Centre for Applied Social Research of the Tavistock Institute of Human Relations."

20. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin 5, November 1968*. Geneva, 1968. 259 p.
Partial contents: Teaching and research in industrial relations: an introductory comment, by Robert W. Cox. Industrial relations, its teaching and scope: an Australian experience. Industrial relations research in Canada, by Lou

Marie Tremblay. Teaching and research in industrial relations in France, by F. Sellier. Research and teaching in industrial relations: the United Kingdom experience, by A. I. Marsh. Education and research in industrial relations in the United States, by Charles M. Rehmus. The comparative labour field, by Everett M. Kassalow. Workers' participation in management. Conceptual framework and scope of national studies. Workers' participation in management: a review of Indian experience. Workers' participation in management in Poland. International Industrial Relations Association.

121. SELVIN, DAVID F. *Champions of Labor*. New York, Belard-Schuman [1967]. 256 p.

Contains short sketches of the lives and work of thirteen American labour leaders: William H. Sylvis, Terence V. Powderly, Samuel Gompers, Eugene V. Debs, William D. Haywood, William Green, John L. Lewis, Sidney Hillman, David Dubinsky, Philip Murray, Walter Reuther, George Meany, and Philip Randolph.

Management

122. JAY, ANTONY. *Management and Machiavelli; an inquiry into the policies of corporate life*. [1st ed.]. New York, Holt, Rinehart and Winston [1968, c1967]. x, 244 p.

This book is based on Machiavelli's "method of taking a current problem and then examining it in a practical way in the light of the experiences of others who have faced a similar problem in the past." The author, a management consultant, has made "an attempt to analyze current and relevant management problems in the light of experience, observation and history."

123. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Communicating with employees about mergers*, by Geneva Sybold. New York, 1968. 59 p.

This report describes how employees were kept informed in nine mergers — what they were told, the media used to inform them, etc. Examples of the use of 29 different media, written and oral, are given, and texts of news releases, personal letters, memoranda, and bulletins are reproduced.

Wages and Hours

124. NATIONAL COUNCIL OF APPLIED ECONOMIC RESEARCH. *Wage differentials in Indian industry*. New Delhi, 1967. xi, 176 p.

125. U.S. BUREAU OF LABOUR STATISTICS. *Employment and earnings statistics for the United States, 1909-68. Based on the 1957 Standard industrial classification as amended by the 1963 Supplement*. Washington, GPO, 1968. 924 p.

Miscellaneous

126. AUSTRALIA. WOMEN'S BUREAU. *Night work restrictions*. [Melbourne?] 1968. 39 p.

Reviews Australian State Laws, State and Commonwealth awards, foreign legislation and practice, and international conventions relating to night work for women in industry.

127. SEMINAR ON INPUT-OUTPUT RESEARCH, Winnipeg, 1967. *Contributed papers, input-output conference, Winnipeg, March, 1967*. [Winnipeg, Manitoba Economic Consultative Board, 1968?]. 63 p.

Seminar sponsors: Manitoba Economic Consultative Board and Dominion Bureau of Statistics.

Cover-title: Manitoba input-output conference.

128. U.S. BUREAU OF LABOUR STATISTICS. *Revised equivalence scale for estimating equivalent incomes or budget costs by family type*. Washington, GPO, 1968. 23 p.

129. U.S. DEPARTMENT OF LABOUR. MANPOWER ADMINISTRATION. *Finding jobs for Negroes: a kit of ideas for management*. Washington, GPO, 1968. 13 p.

"...Based on a study *The Negro and Equal Employment Opportunities: A Review of Management Experiences in Twenty Companies*, by Prof. Louis A. Ferman of the Institute of Labor and Industrial Relations, The University of Michigan-Wayne State University."

130. U.S. DEPARTMENT OF LABOR. MANPOWER ADMINISTRATION. *Transferring military experience to civilian jobs; a study of selected air force veterans*. Washington, GPO, 1968. 38 p.

"Based on *An examination of the Transferability of Certain Military Skills and Experience to Civilian Occupations*, A thesis presented to the Faculty of the Graduate School of Cornell University for the Degree of Doctor of Philosophy, by Robert Brooks Richardson, September 1967."

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*		8,061	+ 1.8	+ 4.5
(week ended April 19, 1969)				
Employed		7,629	+ 2.1	+ 4.9
Agriculture		521	+11.8	− 2.3
Non-agriculture		7,108	+ 1.5	+ 5.4
Paid workers		6,572	+ 1.3	+ 5.5
At work 35 hours or more		6,186	+ 3.0	+10.7
At work less than 35 hours		1,193	+ 6.2	−12.6
Employed but not at work		250	−27.5	−22.4
Unemployed		432	− 3.6	− 0.9
Atlantic		67	0.0	+ 6.3
Quebec		182	− 4.2	+ 4.0
Ontario		100	+ 1.0	− 6.5
Prairie		42	−12.5	+ 5.0
British Columbia		41	− 6.8	−19.6
Without work and seeking work		404	− 1.2	+ 0.2
On temporary layoff up to 30 days		28	−28.2	−15.2
INDUSTRIAL EMPLOYMENT† (1961 = 100)	March	122.1	+ 0.5	+ 3.5
Manufacturing employment (1961 = 100)		123.3	+ 0.7	+ 3.3
IMMIGRATION	1968	183,974	—	−17.5
Destined to the labour force		95,446	—	−20.2
STRIKES AND LOCKOUTS	April			
Strikes and lockouts		95	+14.5	+10.5
No. of workers involved		30,211	+33.1	−27.6
Duration in man days		272,490	+61.1	−16.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	March	$115.92	+ 0.5	+ 7.8
Average hourly earnings (mfg.)†	March	$ 2.74	+ 0.7	+ 9.2
Average hours worked per week (mfg.)†	March	40.5	+ 0.5	+ 1.0
Average weekly wages (mfg.)†	March	$110.88	+ 1.3	+10.2
Consumer price index (1961 = 100)	April	124.6	+ 1.1	+ 4.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)	February	119.4	+ 0.5	+ 4.8
Total labour income (thousands of dollars)	January	3,006	− 0.7	+10.6
INDUSTRIAL PRODUCTION†	March			
Total (average 1961 = 100)		169.7	+ 1.6	+ 9.4
Manufacturing		169.8	+ 2.1	+10.2
Durables		190.7	+ 2.8	+15.2
Non-durables		152.6	+ 1.3	+ 5.5
NEW RESIDENTIAL CONSTRUCTION‡	March			
Starts		11,679	+ 6.4	+33.7
Completions		10,067	− 3.6	+18.7
Under construction		110,515	+ 1.1	+40.1

* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Injuries

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended April 19, 1969

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,061	641	2,273	2,994	1,332	821
Men	5,467	444	1,557	2,004	912	550
Women	2,594	197	716	990	420	271
14-19 years	763	64	214	254	148	83
20-24 years	1,203	123	389	393	189	109
25-44 years	3,467	241	1,002	1,339	527	358
45-64 years	2,409	196	618	919	423	253
65 years and over	219	17	50	89	45	18
EMPLOYED	7,629	574	2,091	2,894	1,290	780
Men	5,126	386	1,407	1,933	879	521
Women	2,503	188	684	961	411	259
Agriculture	521	25	104	127	242	23
Non-agriculture	7,108	549	1,987	2,767	1,048	757
Paid workers	6,572	500	1,817	2,585	975	695
Men	4,282	331	1,199	1,684	613	455
Women	2,290	169	618	901	362	240
UNEMPLOYED	432	67	182	100	42	41
Men	341	58	150	71	33	29
Women	91	*	32	29	*	12
PERSONS NOT IN LABOUR FORCE	6,496	714	1,906	2,202	1,031	643
Men	1,748	227	505	560	279	177
Women	4,748	487	1,401	1,642	752	466

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended April 19, 1969

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,557	2,413	4,109	1,171	4,209	1,127	1,528
LABOUR FORCE	8,061	763	3,925	946	1,416	792	219
Employed	7,629	675	3,754	844	1,377	771	208
Unemployed	432	88	171	102	39	21	11
NOT IN LABOUR FORCE	6,496	1,650	184	225	2,793	335	1,309
PARTICIPATION RATE†							
1969—April 19	55.4	31.6	95.5	80.8	33.6	70.3	14.3
March 22	54.5	30.2	95.0	79.9	32.4	70.1	14.0
UNEMPLOYMENT RATE‡							
1969—April 19	5.4	11.5	4.4	10.8	2.8	2.7	5.0
March 22	5.7	12.1	4.7	11.5	2.8	2.4	6.1

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended April 19, 1969

	April 1969	March 1969	April 1968
		(in thousands)	
TOTAL UNEMPLOYED	432	448	436
On temporary layoff up to 30 days	28	39	33
Without work and seeking work	404	409	403
Seeking			
Full-time work	383	387	387
Part-time work	21	22	16
Under 1 month	91	87	87
1-3 months	125	152	140
4-6 months	116	107	119
More than 6 months	72	63	57

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									
	Mining	*Manufacturing*	*Transportation, Storage and Communication‡*	*Forestry*	*Construction*	*Public Utilities*	*Trade*	*Finance, Services (including Government)*	*Supplementary Labour Income*	*Totals* **
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,972	11,461	1,819	35,230
1968—February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	898.3	142.8	2,726.0
March	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January*	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February†	77.2	801.4	261.1	27.2	196.9	52.3	439.3	1,027.6	167.3	3,064.4
	Seasonally Adjusted									
1965—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—February	71.0	728.1	242.9	33.9	212.0	51.7	397.3	905.4	143.1	2,807.9
March	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January*	76.4	807.0	270.9	27.9	214.6	53.3	448.3	1,020.1	159.5	3,101.3
February†	76.8	817.8	269.6	30.2	230.2	54.1	451.5	1,039.5	162.5	3,155.5

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

Note: Monthly figures may not add to annual totals because of rounding.

Source: *Estimates of Labour Income* (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1969, employers in the principal non-agricultural industries reported a total employment of 3,573,386. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less th 20 persons. Tables C-5 to C-7 are based on reports from somewhat smaller number of firms than Tables C-1, C-2 a C-4. They relate only to wage earners for whom statistics hours of work are also available, whereas Tables C-1, C-2 a C-4 relate to salaried employees as well as to all wage earn in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages a Salaries*
			$			$
Average						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April	119.3	139.3	108.97	120.2	140.2	114.33
May	122.7	139.8	109.39	122.0	140.2	114.35
June	124.6	140.5	109.92	123.3	140.1	114.23
July	124.0	140.5	109.93	121.8	138.8	113.20
August	126.9	141.8	110.92	125.3	140.4	114.48
September	126.7	143.8	112.48	125.7	143.6	117.08
October	126.0	144.3	112.90	124.5	144.8	118.08
November	125.7	144.9	113.37	124.0	145.6	118.70
December*	122.7	140.5	109.94	121.6	140.9	114.92
1969—January†	121.4	145.8	114.04	121.8	146.5	119.47

* Revised. † Preliminary.

‡ Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, surance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

ABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
	(1961 = 100)			$	$	$
EGION AND PROVINCE						
lantic Region	110.8	114.3	109.5	94.72	90.39	89.99
Newfoundland	108.8	113.5	109.8	102.10	97.81	95.15
Prince Edward Island	122.1	137.5	106.0	75.97	73.80	76.96
Nova Scotia	111.9	113.6	109.6	91.38	87.00	87.41
New Brunswick	109.6	113.7	109.7	95.96	91.50	90.96
uebec	115.0	116.1	114.9	111.98	108.12	104.43
ntario	126.9	127.9	123.2	117.94	113.22	109.01
airie Region	118.2	121.2	117.1	108.20	104.91	100.80
Manitoba	112.0	113.5	114.2	103.46	100.88	96.51
Saskatchewan	112.3	117.5	113.4	103.88	103.17	97.74
Alberta	126.0	129.2	123.4	113.35	108.56	105.26
ritish Columbia	125.2	129.3	121.8	122.45	119.90	115.77
CANADA	121.0	122.7	118.5	114.03	109.94	106.11
RBAN AREAS						
St. John's	128.0	136.3	131.3	87.74	84.94	83.26
Halifax	117.6	120.9	115.6	94.64	89.19	89.48
Sydney	96.2	98.9	97.5	99.08	94.98	97.52
Moncton	116.1	117.3	111.9	90.93	87.85	84.20
Saint John	118.0	117.8	112.9	92.89	87.98	89.97
Chicoutimi	107.3	109.1	101.5	128.21	123.54	122.06
Montreal	119.0	119.2	118.3	113.60	109.49	106.05
Quebec	115.7	116.0	109.4	96.61	94.28	89.58
Shawinigan	96.4	98.3	98.0	114.26	111.87	107.53
Sherbrooke	116.3	112.0	116.7	96.34	91.63	89.45
Trois-Rivières	108.1	109.6	105.8	105.53	102.82	94.79
Ottawa-Hull	131.5	132.7	123.6	105.79	102.42	98.95
Belleville	117.3	120.0	113.2	99.48	93.57	92.22
Brampton	270.1	273.1	259.7	117.32	112.85	109.02
Brantford	129.4	125.5	128.9	109.62	103.69	101.57
Fort William-Port Arthur	119.5	122.9	114.6	111.42	108.33	102.22
Guelph	133.3	134.9	134.1	107.21	101.72	100.00
Hamilton	120.7	121.4	117.4	119.85	115.69	113.05
Kingston	121.2	123.8	118.1	111.37	115.47	102.30
Kitchener	148.3	148.9	141.8	105.26	99.53	98.26
London	121.0	122.5	120.7	109.19	105.18	99.97
Niagara Falls	99.4	100.3	101.9	112.04	112.02	103.70
Oshawa	143.0	143.1	139.5	135.68	130.10	106.79
Peterborough	133.2	136.0	131.6	121.81	116.50	110.96
Sarnia	139.4	138.6	131.4	153.42	139.36	137.07
Sault Ste. Marie	120.9	122.2	113.5	130.54	127.04	120.72
Sudbury	121.2	119.3	110.9	138.91	136.83	130.65
St. Catharines	139.1	142.2	140.8	134.61	126.66	116.09
Timmins	70.4	70.8	77.8	102.98	99.57	97.93
Toronto	129.3	130.0	124.5	118.26	113.77	110.21
Welland	109.5	109.6	108.7	131.01	122.05	124.61
Windsor	153.0	155.2	152.8	131.77	124.53	108.92
Winnipeg	115.1	116.6	113.8	96.88	94.54	90.42
Regina	117.4	123.2	114.8	100.03	99.07	93.79
Saskatoon	137.2	144.9	137.1	98.79	97.83	91.71
Calgary	134.8	139.1	132.1	110.24	106.31	102.63
Edmonton	134.3	137.8	128.6	107.62	102.34	98.19
Vancouver	130.4	133.6	124.0	119.46	116.42	111.88
Victoria	121.3	124.0	118.7	106.28	104.08	99.12

* Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration**	Total Specified Industries
			Non-Durables	Durables					Non commercial Sector†	Commercial Sector‡		
	(in thousands)											
CANADA												
Jan. 1969*	47.6	119.9	838.5	794.8	313.7	629.1	1,003.2	288.6	1,114.3	619.5	406.3	6,181.5
Dec. 1968*	53.3	118.2	836.9	792.5	309.7	637.2	1,055.5	287.7	1,123.1	616.9	397.8	6,236.0
Jan. 1968	60.1	118.1	805.6	773.3	302.6	625.4	938.4	266.4	1,044.6	564.6	398.6	5,892.7
NEWFOUNDLAND												
Jan. 1969*	2.1	5.8	8.4	1.6	3.5	12.9	16.8	2.0	21.8	7.4	7.8	93.3
Dec. 1968*	1.4	5.7	8.7	1.5	2.7	14.4	17.6	2.1	22.8	7.4	7.7	95.6
Jan. 1968	2.0	5.6	9.1	1.7	—	14.0	15.3	1.8	21.7	6.1	7.6	92.5
PRINCE EDWARD ISLAND												
Jan. 1969*	—	—	2.3	0.3	1.2	2.7	4.0	0.6	6.1	1.4	2.0	20.6
Dec. 1968*	—	—	2.3	0.3	1.4	3.0	4.3	0.6	6.1	1.5	2.1	21.5
Jan. 1968	—	—	1.3	0.4	1.2	2.7	3.6	0.6	5.7	1.7	2.1	19.3
NOVA SCOTIA												
Jan. 1969*	2.5	6.8	17.2	13.2	11.6	23.5	31.5	6.9	39.1	13.8	20.2	186.2
Dec. 1968*	1.4	7.0	17.9	13.5	11.6	21.9	33.6	6.6	38.5	13.3	20.1	185.4
Jan. 1968	2.0	7.1	16.9	14.7	9.7	21.8	28.5	6.4	37.0	12.3	19.1	175.4
NEW BRUNSWICK												
Jan. 1969*	3.4	2.3	15.9	10.6	8.1	21.8	25.4	4.4	31.0	9.3	11.2	143.3
Dec. 1968*	5.0	2.2	16.2	10.7	8.0	21.2	27.0	4.4	31.5	9.8	10.9	146.8
Jan. 1968	4.4	2.4	15.3	10.6	7.3	23.3	22.9	4.3	30.2	9.6	10.5	140.7
QUEBEC												
Jan. 1969*	12.5	23.7	316.6	192.9	71.4	172.7	252.5	80.3	304.5	161.2	89.3	1,677.0
Dec. 1968*	15.4	23.8	314.6	193.6	65.8	176.3	261.3	79.8	302.9	160.6	82.0	—
Jan. 1968	19.9	24.7	303.4	185.2	68.6	166.8	237.5	74.3	287.9	150.5	86.7	1,605.3
ONTARIO												
Jan. 1969*	11.1	34.9	366.8	453.4	133.2	203.2	398.7	124.6	410.2	251.2	167.3	2,554.7
Dec. 1968*	11.3	34.4	364.9	450.4	130.4	204.8	418.6	124.2	412.4	248.8	166.8	2,567.0
Jan. 1968	12.5	34.2	353.0	443.4	119.1	205.9	371.0	116.6	377.6	226.0	160.2	2,419.0
MANITOBA												
Jan. 1969*	0.7	7.2	27.6	19.9	13.9	43.5	50.7	13.1	51.5	29.2	19.1	276.4
Dec. 1968*	0.6	6.7	27.6	19.8	14.0	44.3	53.1	12.8	52.6	29.6	19.0	280.
Jan. 1968	0.7	6.5	26.1	18.9	13.4	43.7	51.8	12.4	49.6	27.1	19.2	269.4
SASKATCHEWAN												
Jan. 1969*	0.6	5.1	9.2	5.6	10.2	24.6	38.9	8.3	48.1	19.6	16.9	187.0
Dec. 1968*	0.5	5.1	9.5	5.2	11.4	25.7	42.3	8.4	48.4	19.7	17.1	193.
Jan. 1968	0.6	5.0	9.2	5.8	12.2	24.6	37.6	8.2	47.9	17.1	17.3	185.4
ALBERTA												
Jan. 1969*	1.7	22.4	25.9	24.5	29.2	47.8	80.7	18.8	93.9	51.2	31.3	427.
Dec. 1968*	1.7	21.6	26.2	24.0	31.2	47.7	86.1	18.7	96.3	50.3	31.6	435.
Jan. 1968	1.4	20.9	25.1	25.8	32.6	46.7	75.2	16.1	86.7	47.2	30.5	408.
BRITISH COLUMBIA												
Jan. 1969*	13.0	9.3	48.4	72.7	27.7	75.1	102.9	29.6	106.4	73.8	38.9	598.
Dec. 1968*	16.0	9.3	49.0	73.4	29.1	76.6	110.7	30.0	110.2	74.5	38.6	617.
Jan. 1968	16.6	9.5	45.9	66.9	31.1	74.5	94.5	25.8	100.6	66.1	38.2	569.

*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (ex domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	109.5	108.3	108.2	146.39	141.82	137.15
Metals	102.8	102.1	102.0	144.73	142.67	136.31
Mineral fuels	103.5	103.6	105.0	152.41	149.96	142.71
Non-metals except fuels	113.4	111.9	112.5	137.81	131.14	126.84
Quarries and sand pits	75.1	84.4	84.4	113.56	108.48	108.95
Services incidental to mining	179.0	166.5	162.8	158.22	143.82	147.91
MANUFACTURING	121.6	121.4	119.7	119.26	114.92	110.33
Durable goods	133.3	133.4	130.4	127.88	122.61	117.34
Non-durable goods	112.1	111.7	111.1	110.96	107.50	103.69
Food and beverages	101.3	102.5	101.6	106.25	103.68	99.72
Foods	100.5	101.2	100.8	102.89	100.20	96.97
Beverages	106.3	111.0	106.5	126.28	123.71	116.01
Tobacco processing and products	113.7	108.7	116.5	114.48	110.78	105.07
Rubber products	124.3	121.2	123.6	123.81	114.66	115.08
Leather products	101.8	99.2	99.4	79.71	71.10	74.84
Textile products	119.4	119.1	118.0	99.40	96.22	91.75
Knitting mills	116.0	114.6	107.8	74.48	68.61	70.64
Clothing	108.0	104.5	108.9	74.41	66.05	68.42
Wood products	109.1	109.9	101.3	105.95	104.58	100.90
Furniture and fixtures	128.0	127.5	123.7	95.59	86.42	89.10
Paper and allied industries	116.2	117.7	114.9	139.35	137.98	129.39
Printing, publishing and allied industries	113.6	113.6	113.5	123.33	119.84	115.09
Primary metal industries	127.0	126.9	122.3	140.80	137.54	132.88
Metal fabricating industries	130.6	130.5	126.5	123.82	116.28	115.11
Machinery, except electrical	144.7	143.4	145.2	135.47	131.02	125.06
Transportation equipment	152.5	153.3	153.8	141.60	134.78	121.86
Electrical products	145.5	145.1	142.8	122.42	117.33	113.57
Non-metallic mineral products	112.1	113.8	109.8	125.52	120.71	114.64
Petroleum and coal products	102.1	102.1	100.7	174.46	174.26	165.90
Chemicals and chemical products	117.1	117.2	117.4	135.01	133.68	126.27
Miscellaneous manufacturing industries	139.6	137.7	132.3	101.81	97.84	96.87
CONSTRUCTION	102.4	103.1	104.1	138.86	118.07	132.63
Building	116.0	114.5	114.9	138.15	115.27	130.95
Engineering	78.8	83.3	85.2	140.69	124.74	136.56
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	107.7	109.5	106.1	128.85	126.07	119.24
Transportation	103.3	105.9	100.9	127.82	123.72	118.58
Storage	107.3	112.1	109.6	113.89	114.02	101.39
Communication	117.2	117.1	117.5	123.36	123.05	113.83
TRADE	131.5	139.8	125.6	90.64	89.04	83.49
Wholesale trade	123.3	124.0	119.7	115.37	113.65	104.40
Retail trade	136.0	148.6	128.8	78.29	77.73	72.72
FINANCE, INSURANCE AND REAL ESTATE	134.2	133.6	128.9	110.95	109.77	101.30
Financial institutions	138.4	137.5	131.6	109.00	108.29	98.20
Insurance and real estate	128.4	128.4	125.2	113.78	111.89	105.66
SERVICE	156.4	156.1	148.0	82.56	81.52	77.52
Recreational services	135.8	133.3	130.2	73.25	73.89	67.16
Business services	176.4	173.0	165.0	127.59	128.18	122.94
Personal services	142.2	144.2	137.3	60.62	59.93	56.43
Miscellaneous services	189.8	187.1	171.7	86.46	83.68	81.23
INDUSTRIAL COMPOSITE	121.0	122.7	118.5	114.03	109.94	106.11

*Latest figures subject to revision.

Note: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.1	40.0	42.4	3.21	3.22	2.99	134.90	128.72	126.78
Metals	41.2	40.1	41.4	3.30	3.34	3.10	135.73	133.66	128.44
Mineral fuels	42.8	42.4	44.3	2.76	2.70	2.52	118.17	114.46	111.83
Non-metals, except fuels	43.2	40.2	43.0	3.02	2.98	2.81	130.29	119.63	120.85
Quarries and sand pits	41.9	38.4	43.9	2.47	2.56	2.36	103.21	98.05	103.51
Services incidental to mining	44.3	37.6	44.5	3.51	3.58	3.28	155.41	134.33	146.04
MANUFACTURING	40.0	38.0	40.0	2.70	2.70	2.49	108.05	102.56	99.55
Durable goods	40.5	38.6	40.1	2.90	2.88	2.68	117.69	110.89	107.30
Non-durable goods	39.4	37.4	39.8	2.49	2.51	2.30	98.19	94.00	91.78
Food and beverages	38.8	37.3	39.7	2.44	2.44	2.25	94.56	90.92	89.43
Foods	38.7	37.0	39.7	2.36	2.37	2.20	91.36	87.75	87.19
Beverages	39.7	39.4	40.3	2.99	2.89	2.64	118.66	113.93	106.48
Tobacco processing and products	38.0	33.9	38.8	2.66	2.88	2.42	101.13	97.55	94.11
Rubber products	41.3	37.4	42.3	2.80	2.73	2.56	115.65	102.21	108.21
Leather products	39.8	34.7	40.3	1.84	1.82	1.70	73.01	62.99	68.61
Textile products	41.2	39.2	41.1	2.13	2.15	1.95	87.66	84.56	80.16
Miscellaneous textiles	39.0	36.7	39.1	2.25	2.21	1.94	87.71	81.27	75.85
Knitting mills	40.1	37.3	40.9	1.64	1.61	1.52	65.75	59.95	62.12
Clothing	36.7	32.2	36.9	1.82	1.81	1.68	67.04	58.16	61.88
Wood products	38.6	37.9	40.1	2.59	2.60	2.40	99.90	98.71	96.12
Furniture and fixtures	41.2	36.4	41.3	2.12	2.10	1.97	87.41	76.48	81.54
Paper and allied industries	41.0	40.8	40.9	3.18	3.17	2.94	130.22	129.10	120.40
Pulp and paper mills	41.2	42.3	41.1	3.48	3.44	3.21	143.43	145.46	131.85
Printing, publishing and allied industries	37.5	36.4	37.8	3.18	3.14	2.93	118.99	114.25	110.59
Primary metal industries	40.6	39.4	40.7	3.23	3.25	3.04	131.16	127.98	123.78
Iron and steel mills	39.9	39.5	40.3	3.35	3.36	3.16	133.91	132.84	127.22
Metal fabricating industries	40.6	38.4	40.9	2.85	2.77	2.62	115.87	106.30	107.04
Machinery, except electrical	41.0	38.5	40.9	3.06	3.00	2.79	125.42	115.50	114.21
Transportation equipment	40.9	38.6	38.2	3.22	3.17	2.88	131.73	122.50	110.06
Aircraft and parts	41.9	39.2	42.2	3.14	3.09	2.86	131.34	121.07	120.42
Motor vehicles	40.9	39.0	36.2	3.32	3.29	2.94	135.69	128.50	106.57
Assembling	40.9	39.6	30.8	3.54	3.49	3.15	144.90	138.10	97.04
Parts and accessories	40.9	38.8	41.3	3.19	3.16	2.85	130.77	122.66	117.63
Shipbuilding and repairing	39.4	34.2	39.2	3.16	3.10	2.88	124.36	106.02	112.86
Electrical products	40.5	38.4	40.1	2.62	2.59	2.45	106.06	99.44	98.35
Communications equipment	40.5	38.2	40.4	2.48	2.49	2.35	100.32	94.93	95.04
Non-metallic mineral products	41.6	39.8	41.3	2.80	2.79	2.59	116.54	111.03	106.96
Petroleum and coal products	43.1	43.5	43.6	3.75	3.73	3.57	161.41	162.35	155.69
Chemical and chemical products	40.4	40.2	40.8	2.89	2.91	2.68	116.45	116.78	109.28
Miscellaneous manufacturing industries	39.7	37.2	40.3	2.17	2.17	2.04	86.31	80.85	82.30
CONSTRUCTION	37.9	31.1	39.9	3.54	3.46	3.25	134.01	107.87	129.64
Building	37.1	29.5	38.6	3.61	3.57	3.32	133.65	105.27	128.26
General contractors	37.0	29.5	38.8	3.48	3.48	3.20	128.56	102.55	124.10
Special trade contractors	37.1	29.5	38.5	3.69	3.64	3.42	137.19	107.32	131.52
Engineering	40.1	35.2	42.9	3.37	3.25	3.10	134.95	114.18	132.93
Highways, bridges and streets	41.6	37.0	44.0	2.73	2.69	2.53	113.59	99.41	111.16
Other engineering	39.1	33.8	42.1	3.81	3.71	3.51	148.65	125.40	147.66
OTHER INDUSTRIES									
Urban transit	41.3	41.7	41.2	3.33	3.32	3.10	137.34	138.30	127.53
Highway and bridge maintenance	37.4	38.0	40.3	2.66	2.58	2.39	99.51	98.32	96.21
Laundries, cleaners and pressers	36.5	35.3	38.3	1.56	1.54	1.45	56.89	54.44	55.43
Hotels, restaurants and taverns	32.2	32.2	33.4	1.57	1.57	1.45	50.54	50.65	48.51

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
erage					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
st Pay Period in					
68—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April	40.7	2.56	104.28	140.1	117.4
May	40.6	2.57	104.42	140.3	117.1
June	40.4	2.57	103.94	139.7	116.0
July	40.0	2.56	102.23	137.4	113.8
August	40.4	2.59	104.63	140.5	116.1
September	41.0	2.62	107.43	144.3	118.9
October	40.9	2.64	108.22	145.4	119.2
November	40.9	2.66	108.68	146.0	119.4
December*	38.0	2.70	102.56	137.8	112.4
69—January†	40.0	2.70	108.05	145.1	118.4

*evised. †Preliminary.

NTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SRCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TBLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
				$	$	$
Nfoundland	37.5	36.1	39.8	2.42	2.47	2.15
Na Scotia	39.3	36.7	40.3	2.14	2.11	2.05
Nw Brunswick	41.2	39.2	40.9	2.22	2.25	2.10
Qbec	41.0	38.0	40.9	2.42	2.43	2.25
Ontario	40.1	38.3	39.7	2.84	2.82	2.60
Mitoba	38.8	37.3	39.5	2.37	2.36	2.22
Satchewan	38.3	38.8	39.1	2.90	2.89	2.62
Alerta	38.4	37.9	39.2	2.73	2.73	2.54
Brish Columbia	36.9	36.5	37.8	3.38	3.36	3.15

Ludes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under nsance plan, incentive bonus but not annual bonus.

NOE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Last figures subject to revision.

SORCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. T source of Tables E-1 to E-4 is *The Statistical Report on t Operation of Unemployment Insurance Act* (DBS Cat. N 73-001). For further information regarding the nature of t data see Technical Note, page 307, May issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1969—January	5,434,000	4,818,000	616,000
1968—December	5,397,000	4,899,100	497,900
November	5,356,000	5,014,400	341,600
October	5,295,000	5,030,500	264,500
September	5,301,000	5,054,300	246,700
August	5,320,000	5,050,200	269,800
July	5,256,000	4,935,000	321,000
June*	5,262,000	4,970,900	291,100
May	4,727,000	4,405,600	321,400
April	4,859,000	4,284,000	575,000
March	4,894,000	4,237,100	656,900
February	4,864,000	4,204,500	659,500
January	4,881,000	4,247,700	633,300

*Effective June 30, 1968, coverage was increased to include salaried workers earning up to $7,800, a year.

TABLE E-4—Benefit Payments, by Province, February 196

Province	*Weeks Paid*	*Amount of Benefit Paid*
Newfoundland	134,305	4,059,531
Prince Edward Island	24,779	714,954
Nova Scotia	111,267	3,329,532
New Brunswick	105,482	3,190,482
Quebec	713,703	22,589,29
Ontario	549,722	16,947,95
Manitoba	71,693	2,214,15
Saskatchewan	71,118	2,215,44
Alberta	88,621	2,855,70
British Columbia	274,061	9,276,85
Total, Canada, February 1969	2,144,751	67,393,89
Total, Canada, January 1969	2,007,684	61,239,26
Total, Canada, February 1968	2,232,737	59,548,12

TABLE E-3—Number of Initial and Renewal Claims Filed in Local Offices in Each Province

Province	*February 1969*			*February 1968*		
	*Total**	*Initial*	*Renewal*	*Total*	*Initial*	*Renewal*
CANADA	168,589	134,548	34,041	198,009	151,324	46,685
Newfoundland	5,105	3,888	1,217	5,452	4,705	747
Prince Edward Island	1,116	928	188	1,081	937	144
Nova Scotia	6,160	5,156	1,004	8,069	6,654	1,415
New Brunswick	6,695	5,826	869	7,493	6,259	1,234
Quebec	50,631	39,270	11,361	64,080	47,995	16,085
Ontario	57,403	45,678	11,725	70,289	51,544	18,745
Manitoba	6,089	5,079	1,010	7,102	5,964	1,138
Saskatchewan	5,555	4,739	816	5,072	4,347	725
Alberta	8,670	7,117	1,553	8,937	7,315	1,622
British Columbia	21,165	16,867	4,298	20,434	15,604	4,830

* In addition, revised claims received numbered 48,632.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 28, 1969

Province and Sex	Total claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants
		1-4	5-13	14-26	27 or more*	February 29, 1968
CANADA	631,022	201,333	294,423	96,533	38,733	659,480
Male	454,638	149,341	227,319	59,179	18,799	486,017
Female	176,384	51,992	67,104	37,354	19,934	173,463
NEWFOUNDLAND	34,765	6,076	23,051	4,544	1,094	34,955
Male	31,243	5,432	21,590	3,555	666	31,646
Female	3,522	644	1,461	989	428	3,309
PRINCE EDWARD ISLAND	7,011	1,241	4,976	665	129	7,317
Male	5,517	939	4,035	465	78	5,851
Female	1,494	302	941	200	51	1,466
NOVA SCOTIA	34,706	8,458	20,387	4,071	1,790	37,740
Male	27,834	6,638	17,129	2,828	1,239	30,940
Female	6,872	1,820	3,258	1,243	551	6,800
NEW BRUNSWICK	33,476	7,119	19,767	5,091	1,499	35,485
Male	25,624	5,799	15,752	3,164	909	28,226
Female	7,852	1,320	4,015	1,927	590	7,259
QUEBEC	189,685	58,821	85,347	31,962	13,555	202,444
Male	139,733	46,156	65,821	21,132	6,624	155,901
Female	49,952	12,665	19,526	10,830	6,931	46,543
ONTARIO	176,945	69,224	69,432	25,662	12,627	193,929
Male	110,037	45,837	46,440	12,280	5,480	125,599
Female	66,908	23,387	22,992	13,382	7,147	68,330
MANITOBA	24,186	7,518	11,982	3,404	1,282	24,865
Male	17,514	5,317	9,441	2,144	612	18,474
Female	6,672	2,201	2,541	1,260	670	6,391
SASKATCHEWAN	22,889	5,871	12,236	3,740	1,042	20,773
Male	18,279	4,533	10,435	2,824	487	16,528
Female	4,610	1,338	1,801	916	555	4,245
ALBERTA	28,089	10,804	11,758	4,013	1,514	26,700
Male	20,981	8,613	9,277	2,437	654	19,986
Female	7,108	2,191	2,481	1,576	860	6,714
BRITISH COLUMBIA	79,270	26,201	35,487	13,381	4,201	75,272
Male	57,876	20,077	27,399	8,350	2,050	52,866
Female	21,394	6,124	8,088	5,031	2,151	22,406

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

F—Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1961 = 100)				
1964—Year	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—April	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
				(1949 = 100)				
April	161.0*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1969

	All Items									
	April 1969	*March 1969*	*April 1968*	*Food*	*Housing*	*Clothing*	*Transpor-tation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1961 = 100)				
St. John's, Nfld.	118.7	118.2	115.2	118.8	113.1	125.4	111.3	128.4	108.9	143.6
Halifax	119.0	115.9	113.4	124.6	111.4	123.3	111.2	133.6	122.0	127.5
Saint John	119.3	117.1	114.3	123.5	111.3	126.6	117.7	126.0	125.1	126.5
Montreal	121.0	120.0	117.6	123.0	112.6	122.0	121.9	127.2	136.4	127.7
Ottawa	121.9	120.8	117.1	126.2	112.8	124.7	118.4	135.7	130.9	130.8
Toronto	123.2	121.9	118.6	123.8	117.2	127.6	125.3	133.3	121.1	130.1
Winnipeg	121.9	120.9	116.9	124.3	111.5	130.1	123.8	136.6	123.8	129.3
Saskatoon-Regina	118.3	117.7	114.8	122.6	112.5	124.5	111.8	124.9	121.9	121.3
Edmonton-Calgary	120.3	119.6	115.6	124.5	114.3	124.0	117.1	135.9	124.7	114.3
Vancouver	118.2	117.6	114.6	123.8	112.1	123.0	115.7	127.9	117.1	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1964-69

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
				Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per cent of Estimated Working Time
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,018	3,974,760	0.25
1968*	481	512	223,562	5,175,670	0.32
1968*—April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43
September	42	124	30,065	346,140	0.27
October	26	91	20,047	313,990	0.22
November	19	70	14,563	221,540	0.16
December	17	58	13,196	104,980	0.08
1969*—January	33	64	10,048	125,680	0.09
February	26	62	15,467	137,070	0.11
March	38	83	22,696	169,120	0.13
April	50	95	30,211	272,490	0.20

*Preliminary.

TABLE G-2—Strikes and Lockouts, April 1969 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	6	921	11,250
Manufacturing	55	12,843	155,530
Construction	10	2,483	23,460
Transportation and utilities	3	6,470	47,710
Trade	7	1,687	19,270
Finance	—	—	—
Service	13	5,777	15,180
Public administration	1	30	90
ALL INDUSTRIES	95	30,211	272,490

TABLE G-3—Strikes and Lockouts, April 1969 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	1,556	26,380
Prince Edward Island	—	—	—
Nova Scotia	6	1,993	7,330
New Brunswick	—	—	—
Quebec	24	9,113	54,980
Ontario	46	9,312	122,690
Manitoba	—	—	—
Saskatchewan	4	361	3,030
Alberta	3	169	2,770
British Columbia	7	1,237	7,600
Federal	3	6,470	47,710
ALL JURISDICTIONS	95	30,211	272,490

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
MINES						
Metal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,590	7,010	Mar. 4 —	5-day work week—
Jones & Laughlin Steel Corp., Boston Township, Dane, Ontario.	Steelworkers Locs. 6409 & 7308 (AFL-CIO/CLC)	370	1,590	1,590	Apr. 3 Apr. 9	Alleged dispute over work assignments—Return of workers.
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ontario.	Auto Workers Loc. 195 (CLC)	173	3,630	3,970	Mar. 30 —	Wages—
MANUFACTURING						
Food and Beverages						
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	4,180	9,360	Feb. 22 —	Wages—
Gerber Products of Canada Ltd., Niagara Falls, Ont.	District 50 (U.M.W.A.) Loc. 14059 (Ind.)	140	2,100	5,740	Feb. 24 Apr. 23	Wages, vacations—Wage increases, 4 weeks vacation with p after 20 years, guaranteed 8-h day for male workers.
Quaker Oats Co. of Canada Ltd., Saskatoon, Sask.	Packinghouse Workers Loc. 418 (AFL-CIO/CLC)	143	720	4,290	Feb. 25 Apr. 9	Wages, shift premiums, vacatio —30¢ an hr. increase Apr. 8, 196 26¢ Apr. 8, 1970; $300 settleme pay for a limited number workers on staff.
Riverport Seafoods Ltd., Riverport, N.S.	Seafood Workers Loc. 118 (CLC)	250	500	500	Apr. 5 Apr. 8	Protesting dismissal of six worke for alleged refusal to work ove time—Return of workers wh cease and desist order issued.
St-Lawrence Sugar Co. Ltd., Montreal, Quebec.	Bakery Workers Loc. 333 (CLC)	270	3,510	3,510	Apr. 14 —	Wages—
Canada and Dominion Sugar Co. Ltd., Montreal, Quebec.	Bakery Workers Loc. 333 (CLC)	400	4,800	4,800	Apr. 15 —	Wages—
Canada Starch Co. Ltd., Cardinal, Ontario.	Retail, Wholesale Employees Loc. 483 (AFL-CIO/CLC)	500	1,500	1,500	Apr. 26 —	Wages, other benefits—
Textiles						
Long Sault Fabrics, Long Sault, Ont.	United Textile Workers Loc. 468 (AFL-CIO/CLC)	342	340	340	Apr. 1 Apr. 2	Dispute over new rate change Return of workers.
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	9,880	Dec. 17 —	Wages, fringe benefits, holidays

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
rniture and Fixtures						
Steel Equipment Co. Ltd., Pembroke, Ontario.	Steelworkers Loc. 3257 (AFL-CIO/CLC)	176	1,410	2,380	Mar. 24 Apr. 14	Wages, fringe benefits—Wage increases, other improved benefits.
Princeville Furniture Inc., Princeville, Que.	Building and Woodworkers' Federation (CNTU)	150	3,150	3,300	Mar. 31 —	Not reported—
Per						
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	6,300	12,750	Feb. 28 —	Failure to reach agreement—
The Bowaters' Nfld. Ltd., Corner Brook, Nfld.	Four unions	1,206	25,330	26,540	Mar. 30 —	Integration of company pension plan and Canada Pension Plan—
MacMillan & Bloedel, Nanaimo, B.C.	Various unions	950	2,850	2,850	Apr. 8 Apr. 11	Alleged dispute over job jurisdiction—Return of workers, referral to joint union and management standing committee.
Primary Metals						
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	285	3,710	12,690	Feb. 14 Apr. 21	Wages—36¢ per hr. increase over a 3-yr. contract, one additional statutory holiday.
Blasticast Limited, Windsor, Ontario.	Machinists Loc. 2270 (AFL-CIO/CLC)	245	4,410	11,030	Feb. 21 Apr. 28	Wages—10.5% wage increase 1st-yr., 5% 2nd-yr.; other improved benefits.
Atlas Steels Co., Welland, Ontario.	Steelworkers Loc. 7777 (AFL-CIO/CLC)	312	5,620	12,170	Mar. 3 Apr. 28	Wages—$13.50 bi-weekly increase across the board, other improvements.
Metal Fabricating						
Nicholson File Co. of Canada Ltd., Port Hope, Ontario.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	4,980	17,540	Jan. 16 —	Wages, contract language—
Anthes Steel Products Limited, Cooksville, Ont.	Steelworkers Loc. 4515 (AFL-CIO/CLC)	230	690	10,120	Feb. 3 Apr. 7	Wages—25¢ an hr. increase immediately, 5¢ May 19, 1969, 10¢ Nov. 19, 1969, 10¢ May 19, 1970, 15¢ Nov. 19, 1970, 10¢ May 19, 1971; other improved benefits.
American Can Co. of Canada Ltd., Hamilton, Ontario.	CLC-directly chartered	556	3,690	3,690	Apr. 18 Apr. 28	Disagreement over new job assignment and classification—Return of workers pending negotiations.
Transportation Equipment						
Ksor of Ridgetown Ltd., Ridgetown, Ont.	Auto Workers Loc. 347 (CLC)	149	2,240	5,070	Mar. 5 Apr. 23	Wages—Wage increases.
International Harvester Company, Chatham, Ontario.	Auto Workers Loc. 35 (CLC)	204	610	610	Apr. 8 Apr. 10	Wages—Wage increases.
Fairbanks Morse (Canada) Limited, Kingston, Ontario.	U.E. Loc. 422 (Ind.)	117	1,520	1,520	Apr. 12 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
Hall Lamp Co. of Canada Ltd., Huron Park, Ont.	Auto Workers (CLC)	150	300	300	Apr. 15 Apr. 17	Delayed negotiations in a firs contract—Return of workers.
DeHavilland Aircraft of Canada, Ltd., Malton, Ontario.	Auto Workers Loc. 673 (CLC)	625	4,380	4,380	Apr. 17 Apr. 28	Wages, other benefits—Return o workers, settlement terms no reported.
Sicard Inc., Ste. Therese, Que.	Auto Workers Locs. 748 & 1146 (CLC)	450	3,600	3,600	Apr. 21 —	Wages—
Kelsey Hayes (Canada) Ltd., Woodstock, Ontario.	Auto Workers Loc. 636 (CLC)	360	1,080	1,080	Apr. 27 —	Wages, other benefits—
Electrical Products						
Fergus Cables Ltd. Div. of Canada Wire & Cable Ltd., Fergus, Ontario.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	184	3,860	6,620	Mar. 11 —	Wages, working conditions—
McGraw-Edison (Canada) Ltd., Scarborough, Ont.	Steelworkers Loc. 7134 (AFL-CIO/CLC)	223	4,680	7,130	Mar. 17 —	Failure to reach agreement—
Non-Metallic Mineral Products						
Canadian Salt Ltd., Windsor, Ontario.	Auto Workers Locs. 195 & 240 (CLC)	107	2,250	7,460	Jan. 9 —	Delay in new contract negotiatio
Dominion Glass Company Limited, Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	831	17,450	19,860	Mar. 27 —	Wages, other benefits—
Libby, Owen Ford Glass Co. of Canada, Collingwood, Ont.	Glass and Ceramic Workers Loc. 252 (AFL-CIO/CLC)	300	4,800	4,800	Apr. 9 —	Wages in a first agreement—
Chemical Products						
Electric Reduction Co. of Canada, Long Harbour, Nfld.	Steelworkers (AFL-CIO/CLC)	350	1,050	1,050	Apr. 14 Apr. 15	Alleged slowness in negotiations Return of workers.
Canadian Liquid Air Ltd., Montreal, Que.	Steelworkers Loc. 6394 (AFL-CIO/CLC)	320	4,160	4,160	Apr. 14 —	Wages, jobs evaluation, em- ployees classifications—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	70,920	May 17 —	Wages, union security, grievar procedure—
The Lufkin Rule Co. of Canada Ltd., Barrie, Ontario.	Steelworkers Loc. 6709 (AFL-CIO/CLC)	190	2,470	2,470	Apr. 14 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	40,800	July 15 —	Wages, other benefits—
Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	225	4,730	9,690	Feb. 28 —	Wages, fringe benefits—
Greater Windsor Paving, Sewer Watermain Association, Windsor and area, Ont.	Various unions	273	4,910	7,910	Mar. 17 Apr. 28	Failure to reach agreement—Wage increases.
Fischbach and Moore, Estevan, Sask.	Plumbers (AFL-CIO/CLC)	100	700	700	Apr. 7 Apr. 16	Wages in a new agreement—Not reported.
Island Construction Co., Sydney, N.S.	Labourers Loc. 1115 (AFL-CIO/CLC)	400	800	800	Apr. 8 Apr. 10	Alleged dispute over sanitation issue—Return of workers when court order issued.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	893	4,020	4,020	Apr. 15 Apr. 21	Unknown—Return of workers.
Guilfords Insulation Company, Point Tupper, N.S.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	275	1,650	1,650	Apr. 21 Apr. 28	Payment for travelling time—Return of most workers when court order issued.
TRANSPORTATION AND UTILITIES						
Transportation						
Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	5,590	Feb. 19 —	Hours of work, safety conditions
Air Canada, Canada-wide.	Machinists various locals (AFL-CIO/CLC)	6,330	45,210	45,210	Apr. 20 —	Wages—
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,360	12,000	Jan. 15 —	Disagreement over new contract—
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Qué.	Metal Trades' Federation (CNTU)	1,335	14,690	14,690	Apr. 16 —	Wages, other matters—
Chevrolet Motor Sales Co. of Mtl. Ltd., Montreal, Que.	Union of Employees of Chevrolet Motor Sales (Ind.)	110	110	110	Apr. 28 Apr. 29	Wages, hours—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Result*
			April	*Accumulated*		
SERVICE						
Education						
CEGEP Edouard-Montpetit et Salaberry de Valleyfield, Montreal et Valleyfield, Que.	CNTU—directly chartered	115	560	560	Apr. 14 Apr. 22	Dismissal of four teachers, other matters—Return of teachers.
†Government of Quebec (Various school commissions), Province-wide, Que.	PAPT & CEQ	5,000	9,400	9,400	Apr. 14 —	Delay in negotiations—
Health and Welfare						
La Pieta Hospital, Hull, Quebec.	Service Employees' Federation (CNTU)	110	1,020	1,020	Apr. 18 —	Working conditions—
Personal Services						
Cara Operations Limited, Montreal, Que.	Auto Workers Loc. 698 (CLC)	200	2,600	2,600	Apr. 12 —	Wages, fringe benefits—
Murray's Restaurant, Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	160	160	160	Apr. 17 Apr. 18	Wages and meal allowances—Wage increase.

* Federal jurisdiction.

† Intermittent strike, with one day walkouts in various regions.

Figure in "workers involved" column represents highest number at any one time. Man-days duration is adjusted to reflect actual time lost.

TABLE H-1—Employment Injuries† Reported by Workmen's Compensation Boards, 1959-1968

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
959	177,172	95.4	7,594	4.1	946	0.5	185,712	100.0	71.3
960	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
961	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
962	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
963	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
964	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
965	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
966	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
967	253,073	93.7	15,957	5.9	1,023	0.4	270,053	100.0	88.4
968*	248,406	93.6	15,600	5.9	1,016	0.4	265,022	100.0	111.1**
verage 1959-1968	214,895	95.2	10,132	4.5	985	0.4	225,635	100.0	83.6

Preliminary. † Distribution partly estimated. ** Late returns from provinces cause this high figure.
Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour.
e Table H-4.

TABLE H-2—Employment Injuries† Workmen's Compensation Settlement Rates per 10,000 Workers Employed (An Approximation), 1959-1968

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed‡
	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	No.	Rate(1)	(in thousands)
59	177,172	302.5	7,594	13.0	946	1.6	185,712	317.1	5,856
60	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
61	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
62	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
63	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
64	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
65	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
66	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
67	253,073	342.9	15,957	21.6	1,023	1.4	270,053	365.9	7,379
68*	248,406	329.2	15,600	20.7	1,016	1.3	265,022	351.2	7,546
Average 1959-1968	214,895	325.5	10,132	15.3	985	1.5	225,635	341.8	6,601

Preliminary. †Distribution partly estimated. ‡ DBS estimates, Special Surveys Division, special tables, 12-month averages.
(1) Rate = Number of cases per 10,000 workers employed.

TABLE H-3—Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1967 and 1968 (See page 436).

TABLE H-4—Employment Fatalities by Industry, 1959-1968

Year	Agriculture		Forestry		Fishing[1]		Mining[2]		Manufacturing		Construction	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1959	101	7.6	143	10.8	72	5.4	175	13.2	195	14.7	297	22.4
1960	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966	55	4.4	110	8.9	37	3.0	144	11.6	220	17.7	293	23.6
1967	30	2.6	106	9.2	33	2.9	182	15.7	186	16.1	223	19.3
1968*	26	2.8	96	10.5	19	2.1	120	13.1	148	16.2	191	20.9
Average 1959-1968	58	4.9	120	10.1	35	3.0	159	13.4	202	16.9	241	20.2

* Preliminary. [1] Includes trapping and hunting. [2] Includes quarrying and oil wells. [3] Includes storage, communication, electric power, g and water utilities. [4] Includes insurance and real estate. [5] Includes community, business and personal service. [6] Includes defence.

TABLE H-5—Employment Fatality Rates by Industry†, 1959-1968

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Construction	
	R[1]	E[2]	R	E	R	E	R	E	R	E	R	E
1959	1.5	692	15.2	94	48.0	15	19.9	88	1.3	1,494	6.7	442
1960	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966	1.0	544	14.5	76	14.2	26	11.9	121	1.3	1,744	5.9	499
1967	0.5	559	12.5	79	13.2	25	14.6	114	1.0	1,756	4.3	475
1968*	0.5	546	12.0	80	7.9	24	10.3	117	0.8	1,754	4.1	470
Average 1959-1968	0.9	569	14.5	83	17.2	22	16.6	99	1.3	1,601	5.5	435

*Preliminary.
[1] R = Fatality rate (number of fatalities per 10,000 workers employed).
[2] E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages.
†See footnotes 1-6, Table H-4.

Transportation[3]		Trade		Finance[4]		Service[5]		Public Administration[6]		Total	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
215	16.2	50	3.8	2	0.2	25	1.9	51	3.8	1,326	100.0
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	1,242	100.0
237	20.5	64	5.5	5	0.4	55	4.8	35	3.0	1,156	100.0
167	18.3	47	5.1	—	0.0	45	5.0	55	6.0	914	100.0
219	18.4	57	4.8	2	0.2	34	2.9	61	5.2	1,194	100.0

Transportation		Trade		Finance		Service		Public Administration		Total	
R	E	R	E	R	E	R	E	R	E	R	E
.1	520	0.5	946	0.1	216	0.2	1,011	1.5	337	2.3	5,856
.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
0	620	0.5	1,180	0.0	302	0.3	1,622	0.7	419	1.7	7,152
4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
5	673	0.4	1,260	0.0	327	0.2	1,830	1.2	458	1.2	7,537
7	594	0.5	1,098	0.1	267	0.2	1,389	1.6	389	1.8	6,400

TABLE H-6—Employment Fatalities, by Province and Industry, 1967-1968

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask
								1967†
AGRICULTURE	—	—	—	1	—	20	1	1
FORESTRY	2	—	3	3	18	26	2	2
FISHING AND TRAPPING	—	1	26	—	—	—	—	—
MINES, QUARRIES, OIL WELLS	14	—	5	8	8	64	11	8
Metal mines	3	—	—	1	3	47	9	6
Coal mines	—	—	5	6	—	—	—	—
Petroleum and gas	—	—	—	—	—	—	—	1
Non-metal, quarries, services	11	—	—	1	5	17	2	1
MANUFACTURING	4	1	10	7	41	81	5	4
Food and beverages	1	1	3	4	10	4	2	1
Tobacco	—	—	—	—	—	—	—	—
Rubber	—	—	—	—	—	3	—	—
Leather	—	—	—	—	—	—	—	—
Textile	—	—	—	—	1	4	—	—
Clothing	—	—	—	—	1	—	—	—
Wood	—	—	—	2	2	8	—	2
Paper	—	—	1	1	6	1	—	—
Printing, publishing	1	—	—	—	1	—	—	—
Primary metal	—	—	3	—	8	19	—	—
Metal fabricating	2	—	—	—	3	18	1	—
Machinery	—	—	—	—	1	4	—	—
Transportation equipment	—	—	2	—	1	4	—	1
Electrical	—	—	—	—	—	2	—	—
Non-metallic mineral	—	—	1	—	1	7	—	—
Petroleum and coal	—	—	—	—	1	1	1	—
Chemical	—	—	—	—	3	6	—	—
Miscellaneous	—	—	—	—	2	—	1	—
CONSTRUCTION	7	2	9	9	32	70	10	17
Building	4	1	—	—	9	15	2	2
Highway	3	—	4	4	11	16	5	7
Other	—	1	5	5	12	49	3	8
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	8	—	7	8	34	75	14	10
Air	3	—	1	1	3	14	3	—
Water	2	—	1	—	8	2	1	—
Railway	—	—	1	3	2	21	4	1
Local and highway	—	—	2	1	14	27	2	3
Miscellaneous	—	—	1	2	2	3	—	1
Storage	—	—	—	—	1	1	2	4
Communication	—	—	—	—	—	1	—	1
Electric power, gas, water	3	—	1	1	4	6	2	—
TRADE	—	—	2	2	8	24	3	7
Wholesale	—	—	2	—	2	14	1	4
Retail	—	—	—	2	6	10	2	3
FINANCE, INSURANCE AND REAL ESTATE	—	—	—	—	—	5	—	—
SERVICE	—	—	2	1	9	22	1	3
Community, business	—	—	1	—	5	9	—	2
Personal	—	—	1	1	4	13	1	1
PUBLIC ADMINISTRATION	2	—	—	1	9	10	4	1
TOTAL	37	4	64	40	159	397	51	53

* Preliminary. † Revised.

ta.	B.C.	Yukon and N.W.T.	Total	1968* Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
5	2	—	30	—	—	—	1	2	15	1	3	2	2	—	26
2	48	—	106	—	—	2	6	13	18	—	—	5	52	—	96
-	6	—	33	—	—	6	1	—	—	1	—	—	11	—	19
3	51	—	182	1	—	5	1	11	43	10	10	12	26	1	120
-	23	—	92	—	—	—	1	2	33	2	1	—	18	—	57
2	17	—	30	—	—	4	—	—	—	—	—	2	1	—	7
1	—	—	2	—	—	—	—	—	1	—	—	3	—	—	4
0	11	—	58	1	—	1	—	9	9	8	9	7	7	1	52
3	19	1	186	2	—	7	—	16	73	1	5	15	29	1	148
3	1	—	31	—	—	1	—	3	10	—	2	—	—	—	16
-	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
-	—	—	3	—	—	—	—	—	1	—	—	—	—	—	1
-	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
-	—	—	5	—	—	—	—	1	—	—	—	—	—	—	1
-	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
2	6	—	22	—	—	3	—	3	9	—	1	—	8	—	24
-	3	—	12	—	—	—	—	1	8	—	—	2	4	—	15
-	—	—	2	—	—	—	—	—	—	—	—	—	1	1	2
	1	—	32	2	—	1	—	3	11	—	—	—	7	—	24
2	1	—	27	—	—	2	—	1	10	—	1	4	3	—	21
	—	—	6	—	—	—	—	—	5	—	1	—	1	—	7
	4	—	13	—	—	—	—	2	3	—	—	1	3	—	9
	—	1	3	—	—	—	—	—	4	—	—	—	—	—	4
	—	—	10	—	—	—	—	—	6	—	—	4	2	—	12
	1	—	6	—	—	—	—	—	—	—	—	—	—	—	—
	—	—	9	—	—	—	—	1	4	1	3	—	—	—	9
	1	—	4	—	—	—	—	1	1	—	—	—	—	—	2
	33	1	223	7	—	9	11	24	55	11	17	26	30	1	191
	10	—	48	3	—	1	1	7	19	1	5	9	10	—	56
	6	1	72	4	—	4	5	5	9	1	7	7	9	1	52
1	17	—	103	—	—	4	5	12	27	9	5	10	11	—	83
4	39	1	237	2	1	7	10	20	46	5	13	29	34	—	167
-	7	—	32	—	—	—	—	1	4	—	—	1	12	—	18
-	8	—	22	1	—	1	1	1	3	—	—	—	2	—	9
	4	—	43	—	1	2	5	4	8	1	6	5	7	—	39
2	11	1	81	1	—	2	4	8	23	4	3	15	10	—	70
	3	—	17	—	—	—	—	2	—	—	3	2	—	—	7
	2	—	12	—	—	—	—	1	2	—	—	2	—	—	5
-	2	—	4	—	—	—	—	—	4	—	—	1	—	—	5
	2	—	26	—	—	2	—	3	2	—	1	3	3	—	14
	9	—	64	—	—	1	3	1	20	3	1	10	8	—	47
	—	—	30	—	—	—	1	—	12	3	1	6	6	—	29
	6	—	34	—	—	1	2	1	8	—	—	4	2	—	18
-	—	—	5	—	—	—	—	—	—	—	—	—	—	—	—
1	5	—	55	—	—	1	1	1	19	2	1	8	11	1	45
	2	—	23	—	—	1	1	1	7	2	—	4	5	1	22
	3	—	32	—	—	—	—	—	12	—	1	4	6	—	23
2	3	—	35	1	—	2	3	8	21	4	1	7	8	—	55
3	215	3	1,156	13	1	40	37	96	310	38	51	114	211	3	914

TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada 1967 and 1968

Type of Accident	1967†							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Striking Against and Stepping on Objects:								
Tools	—	—	—	—	—	—	—	—
Machinery	—	—	—	—	—	—	—	—
Belts, pulleys, chains, lines, etc.	—	—	—	—	—	—	—	—
Working materials	—	—	—	—	—	—	—	—
Nails or spikes	—	—	—	—	—	—	—	—
Buildings or structures (including parts of these)	—	—	—	—	—	—	—	—
Working surfaces	—	—	—	—	—	—	—	—
Miscellaneous	—	—	—	—	—	—	—	—
TOTAL	—	—	—	—	—	—	—	—
Struck by:								
Tools	—	3	—	2	2	—	—	1
Machinery	—	—	—	—	6	3	2	—
Belts, pulleys, chains, lines, etc.	—	1	1	1	1	2	2	—
Cranes, derricks, other hoisting or conveying apparatus	—	—	—	—	1	10	—	1
Automobiles or trucks	—	—	—	3	4	6	4	2
Tractors, loadmobiles, etc.	2	—	—	—	—	5	—	—
Mine or quarry cars	—	—	—	1	—	—	—	—
Trains or other railway vehicles	—	—	—	1	2	—	13	1
Streetcars or buses	—	—	—	—	—	—	—	—
Other motor-driven transportation vehicles, N.E.C.	—	—	—	1	—	—	—	1
Man-powered vehicles and craft	—	—	—	—	—	1	—	—
Objects thrown or kicked back by tools	—	—	—	—	—	1	—	—
Objects thrown or kicked back by machines	—	—	—	1	4	1	—	—
Objects being hoisted or conveyed	—	—	—	—	1	1	3	1
Objects falling or flying in mines or quarries	—	—	—	12	1	1	—	—
Materials being handled by fellow workers	—	—	—	—	—	—	—	—
Materials being handled by victim	—	1	—	—	1	1	—	1
Materials falling from stockpiles or loads	—	7	—	—	7	2	5	—
Another person (other than acts of violence)	—	—	—	—	—	—	—	—
Animals	—	—	—	—	—	—	—	—
Falling trees or limbs	—	56	—	—	—	4	—	—
Landslides or cave-ins	—	2	—	14	1	11	—	—
Flying particles	—	1	—	—	—	2	—	—
Animal-drawn vehicles	—	—	—	—	—	—	—	—
Miscellaneous	—	—	—	4	5	8	—	—
TOTAL	2	71	1	40	36	59	29	8
Caught In, On, or Between:								
Machinery	1	—	—	2	4	1	3	—
Belts, pulleys, chains, lines, etc.	—	—	1	1	2	2	1	—
Elevators, hoisting or conveying apparatus	—	—	—	—	1	—	1	—
Buildings or structures (including parts of these)	—	—	—	—	—	—	1	—
Automobiles or trucks	—	1	—	—	2	2	4	5
Tractors, loadmobiles, etc.	9	3	—	5	2	7	4	2
Mine or quarry cars	—	—	—	2	—	—	—	—
Trains or other railway vehicles	—	—	—	1	1	—	3	—
Streetcars or buses	—	—	—	—	—	—	—	—
Miscellaneous transportation vehicles or craft	—	—	—	—	1	1	—	—
Materials in use or stored in plant	—	1	—	—	1	—	—	—
Objects in water (e.g., logs, boats, etc.)	—	3	—	—	1	—	—	—
Miscellaneous	1	2	—	2	3	3	—	—
TOTAL	11	10	1	13	18	16	17	7

* Preliminary. † Revised. ‡ See footnotes 1 — 6, Table H-4.

				1968*												
nance	Service	Public Admin-istration	Total	Agri-culture	Forestry	Fishing	Mining	Manu-facturing	Con-struction	Trans-portation	Trade	Finance	Service	Public Admin-istration	Total
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	1	—	1	—	—	—	—	—	1	—	—	—	—	—	1
—	1	—	1	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	8	—	—	—	—	—	1	—	1	—	—	—	2
—	—	—	11	—	—	—	—	—	2	1	—	—	—	—	3
—	—	—	8	—	—	1	—	—	—	—	—	—	—	—	1
—	—	—	12	—	—	1	4	2	5	2	—	—	1	1	16
1	—	—	20	—	1	—	2	2	8	6	3	—	—	2	24
—	—	—	7	—	—	—	—	2	2	2	1	—	—	—	7
—	—	—	1	—	—	—	5	—	—	—	—	—	—	—	5
1	—	—	18	—	—	—	1	4	2	10	—	—	—	1	18
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	1
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	1	1	—	—	—	—	1	—	3
—	—	—	6	—	2	—	1	1	—	—	1	—	—	—	5
—	—	—	6	—	1	—	—	—	2	—	—	—	—	—	3
—	—	—	14	—	—	—	11	—	1	—	—	—	—	—	12
—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	4	—	—	—	—	1	1	—	—	—	1	—	3
—	—	—	21	—	4	—	1	7	3	4	—	—	—	1	20
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
—	1	—	61	—	46	—	1	1	4	—	1	—	—	1	54
1	—	—	29	1	—	—	6	—	8	2	1	—	—	1	19
1	—	—	4	—	1	—	2	—	3	—	—	—	—	1	7
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	1	—	19	—	1	—	3	3	5	5	2	—	—	1	20
4	2	—	253	2	56	2	38	25	47	32	11	—	3	9	225
—	1	—	12	2	3	1	3	15	2	1	—	—	—	1	28
—	—	—	7	—	—	—	1	1	—	—	1	—	—	—	3
1	—	—	3	—	—	—	2	2	1	—	1	—	—	2	8
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	14	2	1	—	—	—	—	1	2	—	—	1	7
—	—	—	32	6	7	—	1	1	14	4	—	—	1	1	35
—	—	—	2	—	—	—	2	—	—	—	—	—	—	—	2
—	—	—	5	—	—	—	—	1	—	1	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	4	—	1	—	—	—	1	1	—	—	—	—	3
1	1	—	13	—	—	—	3	1	2	1	—	—	1	—	8
2	2	—	97	10	12	1	12	22	21	9	4	—	2	5	98

TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada 1967 and 1968 (Continued)

Type of Accident	1967†							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Collisions, Derailments, Wrecks, etc.:								
Involving railways	—	1	—	—	5	1	16	—
Involving street cars or buses	—	—	—	—	—	—	—	—
Involving automobiles or trucks	3	4	—	11	30	30	54	16
Involving tractors, loadmobiles, etc.	2	1	—	1	2	9	2	—
Involving mine or quarry cars	—	—	—	—	—	—	—	—
Involving water craft	—	—	24	—	—	3	—	—
Involving aircraft	—	5	—	—	2	2	34	4
Involving other transport agencies	—	—	—	—	—	—	3	—
Involving hoisting or conveying apparatus	—	—	—	1	—	—	—	—
Involving animal-drawn vehicles	—	—	—	—	—	—	—	—
Miscellaneous agencies	—	—	—	—	—	—	—	—
TOTAL	5	11	24	13	39	45	109	20
Falls and Slips:								
(A) Due to rough ground or floor surface	—	—	—	—	—	—	—	—
Due to collapse of resistance	—	—	—	—	—	—	—	—
Due to tripping over or stepping on object	—	—	—	—	—	—	—	—
Due to slippery surface	—	—	—	—	1	2	1	—
Due to slipping while handling materials	—	—	—	1	1	—	—	—
Due to slipping while operating machines	—	—	—	—	—	1	—	—
Due to physical condition of workman	—	1	—	1	2	1	3	1
Due to vehicles in motion	—	—	—	1	—	1	—	—
Miscellaneous falls (on same level)	—	—	—	1	—	1	2	—
(B) From ladders or stairs	—	—	—	—	2	2	1	1
From scaffolds or stagings	—	—	—	2	1	15	2	—
From platforms, ramps or stationary vehicles	1	2	—	4	2	4	2	—
From buildings, roofs or towers	1	—	—	—	4	16	1	1
From bridges, trestles or catwalks	—	—	—	—	2	3	1	—
From poles, trees, logs or stumps	—	1	—	—	—	—	—	—
From stockpiles or loads	—	—	—	—	—	—	1	—
From moving railway vehicles	—	—	—	—	1	—	2	—
From other moving transportation vehicles	1	—	—	—	2	1	1	2
(C) Into holds of vessels	—	—	—	—	—	1	—	—
Into shafts, pits, excavations, etc.	—	—	—	10	—	1	—	—
Into rivers, lakes, seas or harbours	—	7	6	8	4	6	16	—
Into storage bunkers	—	—	—	—	—	1	—	—
Into vats, tanks or kilns	1	—	—	1	3	—	—	—
Miscellaneous falls to different levels	1	—	—	4	4	7	2	1
TOTAL	5	11	6	33	29	63	35	6
Conflagrations, Temperature Extremes and Explosions:								
Conflagrations	—	2	—	—	9	2	4	2
Exposure to welding flashes	—	—	—	—	—	—	—	1
Exposure to cold or cold substances	—	—	—	—	—	—	1	—
Exposure to steam or other hot vapours	—	—	—	—	—	—	—	—
Exposure to hot liquids or molten metal	—	—	—	—	4	—	—	—
Exposure to heat or hot substances, N.E.C.	1	—	—	—	1	—	—	1
Explosions—blasting accidents	—	—	—	1	—	—	—	—
Explosions of coal and/or dust	—	—	—	15	—	—	—	—
Air blasts (bumps) in mines	—	—	—	2	—	—	—	—
Explosions of steam pressure apparatus	—	—	—	—	2	—	—	—
Explosions of liquid air, gas pressure apparatus	—	1	—	—	2	1	—	2
Explosions of gasoline and/or oil	—	—	1	3	3	—	—	1
Explosion of chemicals	—	—	—	—	3	—	—	—
Ammunition and firearms (accidental)	—	—	—	—	—	—	—	—
Other explosions	—	—	—	—	2	—	5	—
TOTAL	1	3	1	21	26	5	10	7

* Preliminary. † Revised. ‡ See footnotes 1—6, Table H-4.

				1968*											
nance	*Service*	*Public Admin-istration*	*Total*	*Agri-culture*	*Forestry*	*Fishing*	*Mining*	*Manu-factur-ing*	*Con. struc-tion*	*Trans-porta-tion*	*Trade*	*Finance*	*Service*	*Public Admin-istration*	*Total*
–	2	—	25	—	1	—	—	1	3	18	1	—	—	—	24
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	9	11	168	2	10	—	3	11	24	38	17	—	16	11	132
–	—	—	17	2	4	—	—	1	3	3	1	—	—	—	14
–	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
–	—	—	27	—	1	—	—	—	—	—	—	—	—	—	1
–	3	—	50	—	—	—	7	4	—	19	—	—	5	—	35
–	—	—	3	—	—	—	—	—	—	4	—	—	—	—	4
–	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	14	11	291	4	16	—	11	17	30	82	19	—	21	11	211
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	—	1	—	—	—	—	2	—	—	—	1	—	4
–	—	—	4	—	—	—	—	—	1	—	1	—	2	1	5
–	1	—	3	—	—	—	—	—	1	—	—	—	—	—	1
–	—	—	1	1	—	—	—	—	—	—	—	—	1	—	2
–	4	2	15	1	4	—	—	5	3	4	2	—	—	6	25
–	—	—	2	—	1	—	—	—	—	1	—	—	—	—	2
–	—	—	4	—	—	—	—	2	—	—	—	—	—	—	2
–	—	—	6	—	—	—	—	2	4	2	—	—	—	—	8
–	1	—	21	—	—	—	—	1	10	—	—	—	—	—	11
–	—	—	15	—	—	—	1	4	8	2	—	—	—	—	15
–	4	—	27	1	—	1	—	1	14	—	—	—	—	—	17
–	—	—	6	—	—	—	—	3	2	1	—	—	—	—	6
–	—	—	1	—	1	—	—	1	1	—	—	—	—	—	3
–	—	—	1	—	1	—	—	1	—	—	—	—	—	—	2
–	—	—	3	—	—	—	—	—	—	2	—	—	—	—	2
–	1	—	8	2	—	—	—	—	—	2	—	—	—	—	4
–	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	12	—	—	—	9	2	4	—	—	—	—	—	15
–	3	1	51	—	1	13	2	3	4	6	—	—	1	6	36
–	—	—	1	—	—	—	—	2	1	—	—	—	—	—	3
–	—	—	5	—	—	—	1	1	—	—	—	—	—	—	2
–	—	1	20	1	1	1	2	3	9	—	—	—	—	1	18
–	14	4	207	7	9	15	15	31	64	20	3	—	5	14	183
–	1	3	23	—	—	1	—	4	2	—	—	—	—	—	7
–	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	3	—	—	—	—	1	—	—	—	—	—	—	—
–	—	1	2	—	—	—	8	—	2	—	1	—	—	1	3
–	—	—	15	—	—	—	—	—	—	—	—	—	—	1	11
–	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	2	—	—	—	2	—	—	—	—	—	—	—	2
–	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1
–	—	—	6	—	—	—	—	—	—	—	—	—	—	—	—
–	—	—	8	—	—	—	—	1	—	2	—	—	—	—	3
–	—	—	3	—	1	—	—	1	—	—	—	—	—	—	2
–	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
–	1	—	8	—	—	—	2	3	—	3	—	—	—	1	9
–	2	4	78	—	1	1	12	11	4	5	1	—	—	3	38

TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada 1967 and 1968 (Concluded)

Type of Accident	1967†							
	Agriculture	*Forestry*	*Fishing*	*Mining*	*Manufacturing*	*Construction*	*Transportation*	*Trade*
Inhalations, Contact, Absorptions, Ingestions, and Industrial Diseases:								
Exposure to acids, alkalis or similar chemicals	1	—	—	1	1	—	—	—
Exposure to poisonous gases	—	—	—	—	1	4	3	3
Exposure to dust (silicosis, etc.)	—	—	—	48	19	1	1	—
Exposure to poisonous vegetation	—	—	—	—	—	—	—	—
Exposure to radioactive substances	—	—	—	5	1	—	—	—
Industrial diseases, N.E.C.	—	—	—	—	—	2	—	—
Exposure to miscellaneous poisonous agencies	—	—	—	—	—	—	—	—
TOTAL	1	—	—	54	22	7	4	3
Contact with Electric Current:								
Lightning accidents	—	—	—	—	—	—	—	—
Exposure to or contact with electricity	2	—	—	2	4	16	14	2
TOTAL	2	—	—	2	4	16	14	2
Over-Exertion:								
Over-exertion, strains, etc.	1	—	—	3	4	7	12	7
TOTAL	1	—	—	3	4	7	12	7
Miscellaneous Accident Types:								
Violence	1	—	—	—	1	2	3	—
Bites, stings, etc., (by animals, reptiles and insects)	—	—	—	—	—	—	—	—
Infection, N.E.C.	—	—	—	—	—	—	—	—
Miscellaneous	1	—	—	3	7	5	4	4
TOTAL	2	—	—	3	8	7	7	4
GRAND TOTAL	30	106	33	182	186	223	337	64

							1968*								
ance	Service	Public Administration	Total	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total
—	—	3	—	—	—	—	1	—	1	—	—	—	—	2
3	1	15	—	—	—	1	6	4	2	3	—	—	1	17
—	—	69	—	—	—	23	12	—	—	—	—	—	—	35
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	6	—	—	—	1	—	—	—	—	—	—	—	1
—	—	2	—	—	—	1	—	—	—	—	—	—	1	2
—	—	—	—	—	—	—	3	—	—	—	—	—	—	3
3	1	95	—	—	—	26	22	4	3	3	—	—	2	60
—	1	1	1	—	—	—	—	—	—	—	—	1	—	2
2	1	43	2	—	—	—	8	14	6	—	—	3	3	36
2	2	44	3	—	—	—	8	14	6	—	—	4	3	38
10	4	49	—	—	—	—	5	2	7	2	—	3	3	22
10	4	49	—	—	—	—	5	2	7	2	—	3	3	22
1	3	12	—	—	—	—	—	1	1	3	—	4	4	13
1	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
2	2	29	—	2	—	6	7	3	2	1	—	3	1	25
4	5	41	—	2	—	6	7	4	3	4	—	7	5	38
55	35	1,156	26	96	19	120	148	191	167	47	—	45	55	914

TABLE H-8—Employment Fatalities by Industry‡ and Occupation, 1967 — 1968

Occupation	1967† Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade	Finance	Service	Public Administration	Total	Per Cent of Total
Farmers and farm workers	27	—	—	—	—	1	—	—	—	1	1	30	2.
Loggers and related workers	—	86	—	—	1	1	1	—	—	—	—	89	7.
Fishermen, trappers and hunters	—	—	32	—	—	—	—	—	—	—	—	32	2.
Miners, quarrymen and related workers	—	—	—	141	4	5	1	3	—	1	1	156	13.
Craftsmen, production process and related workers	1	5	—	27	109	125	63	27	1	13	6	377	32.
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	—	—	—	—	19	67	13	6	1	6	4	116	10.
Transport and communication	—	9	1	2	21	10	142	9	—	2	3	199	17.
Managerial	1	3	—	—	6	9	8	7	2	4	2	42	3.
Professional and technical	1	—	—	8	5	3	5	1	—	4	5	32	2.
Clerical	—	—	—	1	3	—	—	3	—	1	2	10	0.
Sales	—	—	—	—	14	—	2	7	—	—	1	24	2.
Services and recreation	—	3	—	3	4	2	2	1	1	23	10	49	4.
Total	30	106	33	182	186	223	237	64	5	55	35	1,156	100.
Per cent of total	2.6	9.5	2.7	15.7	16.0	19.3	20.5	5.5	0.4	4.7	3.0	100.0	–
Workers employed in thousands	559	79	25	114	1,756	475	659	1,224	312	1,732	443	7,379	–
Fatality rate per 10,000 employees	0.5	13.4	13.2	15.9	1.1	4.7	3.6	0.5	0.2	0.3	0.8	1.5	–

* Preliminary. † Revised. ‡See footnotes 1-6, Table H-4.

TABLE H-3—Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1967-1968

Province	1967† Non-fatal: Medical Aid Only	Non-fatal: Temporary Disability	Non-fatal: Permanent Disability	Fatal	Total	1968* Non-fatal: Medical Aid Only	Non-fatal: Temporary Disability	Non-fatal: Permanent Disability	Fatal	Total
Newfoundland	6,367	5,226	123	31	13,362	5,710	4,226	29	20	13,446
Prince Edward Island	1,151	1,180	21	15	2,367	1,109	1,116	2	4	2,231
Nova Scotia	15,032	10,468	349	36	25,885	14,040	10,348	71	33	24,492
New Brunswick	15,869	8,437	400	39	27,176	14,752	8,247	257	33	26,341
Quebec	**	**	**	248	172,679	**	**	**	202	187,351
Ontario	241,704	106,021	4,191	316	352,232	**	**	**	310‡	379,228
Manitoba	15,208	13,217	490	39	28,954	16,142	12,822	444	39	29,447
Saskatchewan	14,758	12,123	362	51	27,294	14,365	12,177	347	48	26,937
Alberta	33,521	22,988	1,058	123	57,690	32,538	23,020	1,007	108	56,673
British Columbia	50,235	25,928	1,352	156	77,671	48,166	25,902	1,282	150	75,500

* Preliminary. † Revised. ‡ Estimated. ** Information not available.

1968*

rkers ployed in thou- nds	Fatality Rate per 10,000 Employ- ees	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Total	Per Cent of Total	Workers Employed in Thou- sands	Fatality Rate per 10,000 Employ- ees
564	0.5	24	—	—	—	—	—	—	—	—	1	—	25	2.7	548	0.5
57	15.6	—	74	—	—	2	2	1	—	—	—	1	80	8.8	54	0.5
26	12.3	—	—	15	—	—	—	—	—	—	—	—	15	1.6	25	14.8
58	26.9	—	—	—	96	1	4	1	—	—	—	—	102	11.2	58	17.5
924	1.9	2	9	3	15	96	112	44	14	—	6	7	308	33.7	1,910	1.6
315	3.7	—	1	—	—	21	57	8	7	—	8	8	110	12.0	312	3.5
412	4.8	—	8	1	3	10	9	98	9	—	7	6	151	16.5	413	3.7
593	0.6	—	2	—	1	5	4	6	5	—	2	2	27	3.0	714	3.8
917	0.3	—	2	—	3	4	2	2	2	—	9	4	28	3.1	980	2.9
938	0.1	—	—	—	—	—	1	1	—	—	—	2	4	0.4	1,100	0.3
501	0.5	—	—	—	1	7	—	—	6	—	—	—	14	1.5	516	0.3
774	0.6	—	—	—	1	2	—	6	4	—	12	25	50	5.5	908	0.6
779	1.5	26	96	19	120	148	191	167	47	—	45	55	914	100.0	7,537	1.2
—	—	2.8	10.5	2.1	13.1	16.2	20.9	18.3	5.1	—	5.0	6.0	100.0	—	—	—
—	—	546	80	20	117	1,754	470	673	1,260	327	1,830	458	7,537	—	—	—
—	—	0.5	12.0	9.5	10.3	0.8	4.1	2.5	0.4	—	0.2	1.2	1.2	—	—	—

TABLE H-9—Employment Fatality Rates, 1967 — 1968

	1967†					
	Number of Fatalities			*Workers Employed in Thousands***		
	Men	*Women*	*Both Sexes*	*Men*	*Women*	*Both Sexes*
A—By Sex and Industry‡						
Agriculture	30	—	30	486	72	559
Forestry	106	—	106	78	1	79
Fishing	33	—	33	25	—	25
Mining	182	—	182	108	6	114
Manufacturing	186	—	186	1,362	394	1,756
Construction	222	1	223	457	18	475
Transportation	235	2	237	563	96	659
Trade	63	1	64	818	407	1,224
Finance	5	—	5	164	148	312
Service	55	—	55	684	1,048	1,732
Public Administration	35	—	35	338	106	443
TOTAL	1,152	4	1,156	5,083	2,296	7,379
B—By Sex and Occupation						
Farmers and farm workers	30	—	30	496	68	564
Loggers and related workers	89	—	89	57	—	57
Fishermen, trappers and hunters	32	—	32	26	—	26
Miners, quarrymen and related workers	156	—	156	58	—	58
Craftsmen, production process and related workers	377	—	377	1,652	272	1,924
Labourers and unskilled workers (not agricultural, fishing, logging or mining)	116	—	116	294	21	315
Transport and communication	199	—	199	372	40	412
Managerial	41	1	42	607	86	693
Professional and technical	32	—	32	522	395	917
Clerical	9	1	10	334	704	1,038
Sales	24	—	24	309	192	501
Service and recreation	47	2	49	356	518	874
TOTAL	1,152	4	1,156	5,083	2,296	7,379
C—By Sex and Age Group						
15-19	44	—	44	410	331	740
20-24	143	—	143	617	419	1,036
25-44	497	2	499	2,305	873	3,178
45-64	387	2	389	1,590	627	2,217
65 and over	81	—	81	162	46	208
TOTAL	1,152	4	1,156	5,083	2,296	7,379

* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.
** Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages).

1968*										
Fatality Rate per 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
0.62	—	0.54	26	—	26	476	70	546	0.55	—	0.48
3.59	—	13.42	96	—	96	78	2	80	12.30	—	12.00
3.20	—	13.20	19	—	19	24	—	24	7.92	—	7.92
5.85	—	15.96	120	—	120	112	5	117	9.33	—	10.26
1.37	—	1.06	148	—	148	1,369	384	1,754	1.08	—	0.84
4.86	0.56	4.69	191	—	191	450	20	470	4.24	—	4.06
4.17	0.21	3.60	166	1	167	568	105	673	2.92	0.09	2.48
0.77	0.02	0.52	47	—	47	827	433	1,260	0.57	—	0.37
0.30	—	0.16	—	—	—	166	160	327	—	—	—
0.80	—	0.32	43	2	45	1,101	728	1,830	0.39	0.03	0.25
.04	—	0.79	55	—	55	347	111	458	1.59	—	1.20
2.27	0.01	1.57	911	3	914	5,146	2,391	7,537	1.77	0.01	1.21
0.60	—	0.53	25	—	25	482	66	548	0.52	—	0.46
7.61	—	15.61	80	—	80	54	—	54	14.81	—	14.81
2.31	—	12.31	15	—	15	24	1	25	6.25	—	6.00
5.89	—	26.89	102	—	102	58	—	58	17.59	—	17.59
1.28	—	1.96	308	—	308	1,647	263	1,910	1.87	—	1.61
3.95	—	3.68	110	—	110	292	20	312	3.77	—	3.53
4.35	—	4.83	150	1	151	372	41	413	4.03	0.24	3.66
0.68	0.12	0.59	27	—	27	624	90	714	0.48	—	0.38
0.61	—	0.35	26	2	28	564	416	980	0.46	0.05	0.29
0.27	0.01	0.09	4	—	4	756	344	1,100	0.05	—	0.04
0.78	—	0.47	14	—	14	316	200	516	0.44	—	0.27
1.32	0.04	0.56	50	—	50	539	369	908	0.93	—	0.55
2.27	0.01	1.57	911	3	914	5,146	2,391	7,537	1.77	0.01	1.21
1.07	—	0.59	46	1	47	410	333	744	1.12	0.03	0.63
1.32	—	1.38	126	—	126	637	455	1,092	1.98	—	1.15
1.16	0.02	1.57	392	1	393	2,328	903	3,231	1.69	0.01	1.22
1.43	0.03	1.75	282	1	283	1,609	652	2,261	1.75	0.02	1.25
4.00	—	3.89	65	—	65	162	48	209	4.01	—	3.11
2.27	0.01	1.57	911	3	914	5,146	2,391	7,537	1.77	0.01	1.21

PRICE INDEXES

Consumer, April 1969

The consumer price index (1961 = 100) advanced 1.1 per cent to 124.6 at the beginning of April from 123.2 at the beginning of March. It was 4.4 per cent higher than in April 1968.

The food index advanced by 1.0 per cent to 125.0 from 123.8 and was 3.5 per cent higher than the April 1968 level of 120.8. Higher prices for beef, chicken and eggs contributed to the increase. Among staple items, milk, bread and butter remained unchanged; sugar rose by 4.8 per cent, continuing its marked increase since last October. Produce items registered less increase than is normal for April. Higher prices for carrots, cabbage, lettuce and apples were offset by lower prices for tomatoes, celery and oranges.

The housing index rose 0.7 per cent to 123.7 from 122.8, and was 5.2 per cent higher than the April 1968 level of 117.6. Home-ownership costs advanced by 1.5 per cent as a result of higher prices for new houses and higher mortgage interest rates. Rents increased by only 0.2 per cent. Among household operation items, furniture, appliances, utensils and most household supplies were higher in price.

The health and personal care index advanced 3.2 per cent to 133.7 from 129.5 and was 5.4 per cent higher than the April 1968 level of 126.9. Private prepaid medical care premiums in Ontario and Alberta contributed largely to this increase, and in addition, doctors, dentists and optometrists also increased their fees in a number of cities. Among personal care items, the price of haircuts increased in Montreal and Saskatoon.

The recreation and reading index increased by 0.2 per cent to 125.4 from 125.1 and was 6.5 per cent higher than the April level of 117.8 a year ago. Increased prices for television sets and bicycles outweighed decreases for phonograph records and radios.

The tobacco and alcohol index advanced by 3.0 per cent to 125.5 from 121.9, and was 3.5 per cent higher than in April a year earlier when it was 121.2. Increased taxes on these products in Ontario, Nova Scotia and New Brunswick accounted for most of the rise in this component.

The clothing index rose 0.4 per cent to 124.3 from 123.8, and was 2.6 per cent above the April 1968 level of 121.2. Most items of men's and women's wear increased in price since the preceding month with advances recorded for men's suits, shirts, and windbreakers, and women's suits and hosiery. Footwear, piece goods and jewellery also registered increases, and prices for children's wear declined due to sales on a number of items.

The transportation index advanced 1.4 per cent to 119.9 from 118.3, and was 4.8 per cent higher than the April 1968 level of 114.4. Most of the increase was due to higher local transit fares in Montreal, Winnipeg, and Hamilton. Bus and subway fares have increased by about 70 per cent since 1961, advancing in this period faster than any other non-food item in the consumer price index. New automobile prices, generally, remained unchanged or registered slight declines.

City Consumer, April 1969

Between March and April, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.4 per cent in St. John's, Nfld., to 2.7 per cent in Halifax.

Food prices rose in all cities, from 0.4 per cent in Montreal to 1.9 per cent in Halifax. General increases in housing components were led by advances of 1.1 per cent in Halifax and 0.9 per cent in Saint John. Clothing prices increased in all cities except in Winnipeg, where a marginal decline was registered. Transportation indexes recorded mixed movements with advances in six cities, declines in two, and no change in two. Prices for recreation and reading were varied, rising in seven cities, declining in two, and remaining unchanged in Winnipeg. Tobacco and alcohol indexes increased in eight cities, with especially large advances recorded in those provinces which levied increased sales or excise taxes on these products.

Regional consumer price index point changes between March and April were as follows: Halifax + 3.1 to 119.0; Saint John + 2.2 to 119.3; Toronto + 1.3 to 123.2; Ottawa + 1.1 to 121.9; Montreal + 1.0 to 121.0; Winnipeg + 1.0 to 121.9; Edmonton-Calgary + 0.7 to 120.3; Saskatoon-Regina + 0.6 to 118.3; Vancouver + 0.6 to 118.2; St. John's + 0.5 to 118.7.

Wholesale, March 1969

The general wholesale index (1935-39 = 100) rose 0.3 per cent in March to 279.8 from the February index of 279.0 and was 4.3 per cent higher than the March 1968 index of 268.3. Five of the eight major group indexes were higher, two declined, and one was unchanged.

The wood products group index rose 1.0 per cent to 397.9 from 393.8 on higher prices for fir, spruce, hemlock, cedar and paperboard. An advance of 1.0 per cent to 281.5 from 278.7 in the iron products group index reflected price increases for rolling mill products. The chemical products group index moved up 0.4 per ce to 216.5 from 215.6 on higher prices f soaps and detergents, and paint materia An increase of 0.3 per cent in the no ferrous metals products group index 254.4 from 253.7 was attributable to pri increases for silver. The animal produc group index moved slightly higher 308.8 from 308.2.

The vegetable products group ind declined 0.8 per cent in March to 238 from 240.0 in response to lower prices f unmanufactured tobacco, fresh frui livestock and poultry feeds, and grai The non-metallic minerals products gro index declined to 209.7 from 209.8

Farm Products Prices

The index of Canadian farm products terminal markets (1935-39 = 100) a vanced 0.5 per cent to 267.7 from 266.4 the three-week period April 4 to April 2 The animal products index moved up 0 per cent to 352.8 from 349.7 and the fie products index declined 0.3 per cent 182.6 from 183.1.

U.S. Consumer, March 196

The United States consumer price ind (1957-59 = 100) rose 0.8 per cent to 125 in March and was 5.1 per cent higher tha in March, 1968.

Major factors in the increase were hon ownership costs of various kinds ar higher prices for used automobiles. Foo clothing and gasoline prices also advance

British Retail, Feb. 1969

The British index of retail prices (Ja uary 16, 1962 = 100) was 129.8 at Februa 18, compared with 129.1 at January 1 and 122.2 at February 20, 1968.

Increases in the average levels of pric of tomatoes, other fresh vegetables, fre fruit, bread, and sweets and chocolat were mainly responsible for a rise of mo than one and one half per cent in t average level of food prices as a who The index for foods, the prices of whi show significant seasonal variations, ro by about 6 per cent to 132.2, compar with 124.6 in January. The index for t food group as a whole was 128.2, co pared with 126.1 in January.

In the clothing and footwear gro there were increases in the average level prices for many articles. The index for t group as a whole rose by more than o half of one per cent to 115.9 compar with 115.1 in January.

The principal changes in the transpo and vehicles group were rises in the ave age levels of prices for second hand ca and of charges for repair and maintenan of motor vehicles. The group index ro by less than one half of one per cent 122.6, compared with 122.2 in January.

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(Continued from inside front cover)

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